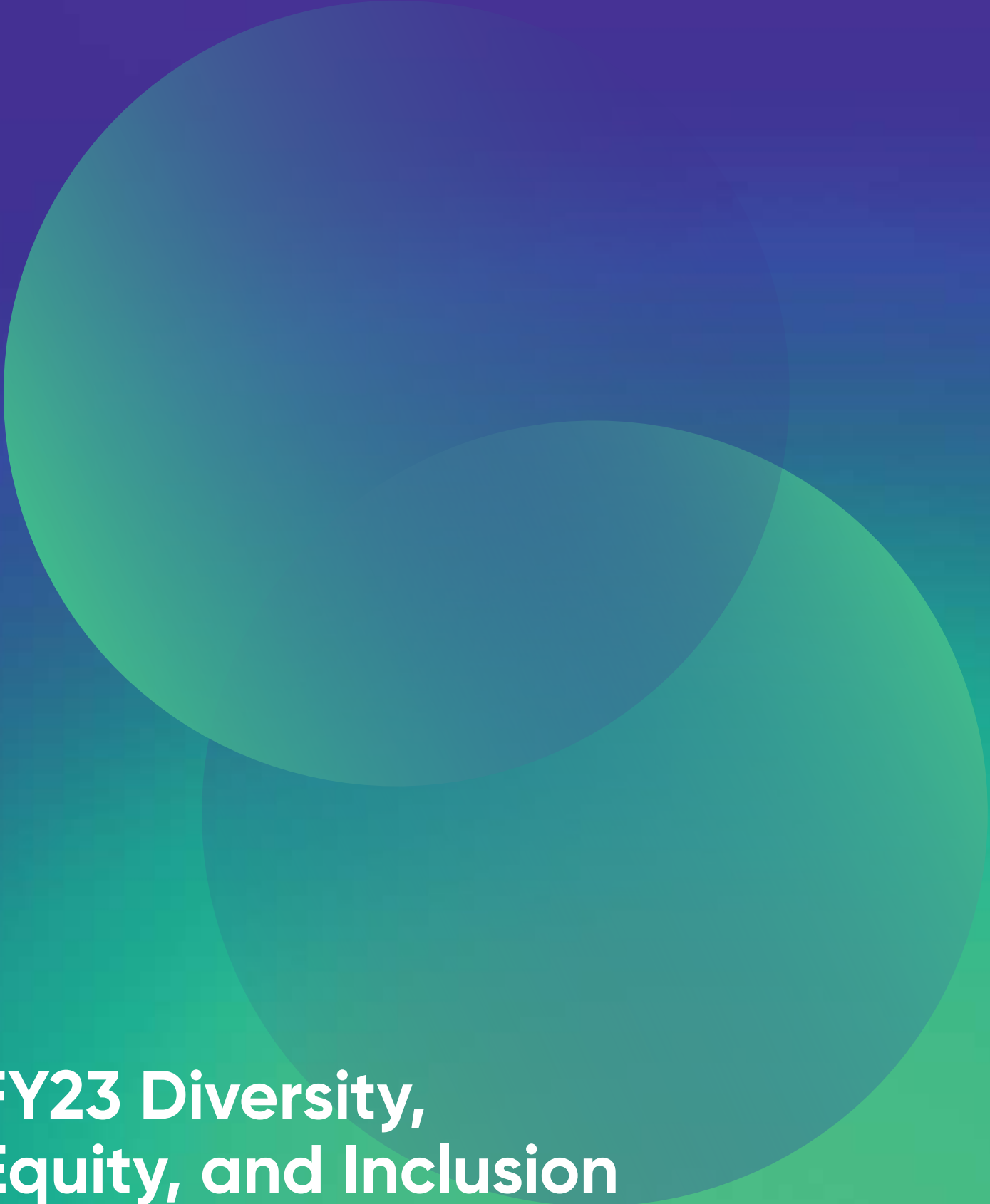


cencora



FY23 Diversity, Equity, and Inclusion Progress Report

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Introduction

In our fiscal year 2023 (FY23), we brought all the companies and services of AmerisourceBergen together under one new name, Cencora. Not only did this change enable us to take a more unified approach to how we advance pharmaceutical care, but it also gave us the opportunity to evolve our focus on diversity, equity, and inclusion (DEI) across our entire enterprise.

We spent this year working globally to integrate our teams and enhance our culture of inclusion, as well as leverage benchmarks of availability for talent in the marketplace to assess whether we were attracting and retaining our fair share of great talent. By creating a deeper sense of belonging among our team members, we helped our people connect with our purpose and empowered them to advance health equity by working with our partners to increase access and accelerate patient outcomes.

We are pleased to share the output of this transformative work here in our annual DEI Progress Report. This document provides a summary of our FY23 progress, and you can dig deeper into our DEI initiatives at cencora.com/DEIreport.

To learn more about how our DEI work aligns with our broader environmental, social, and governance (ESG) strategy, please see our [FY23 ESG Reporting Index](#), which has been prepared with reference to the Global Reporting Initiative (GRI), aligned with other key voluntary disclosure standards, and assured by a third-party.

Our DEI goals are represented by three pillars



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

"2023 was a pivotal year for Cencora. We launched a new global brand with a renewed commitment to our powerful purpose of creating healthier futures. Our DEI journey will guide our path forward by uniting our global culture of inclusion, serving as a catalyst for health equity with our partners, and amplifying diverse perspectives to advance innovation and growth."

DEI highlights

6,100

attendees at our three live global celebrations



100

score on the 2023-2024 Corporate Equality Index



100

score on the 2023 Disability Equality Index

70%

of team members agree we have a highly inclusive culture



51%

of our global workforce are women

5,400

members across our eight employee resource groups (ERGs) – up from 4,500 members last year¹

52%

of our U.S. workforce are underrepresented groups²



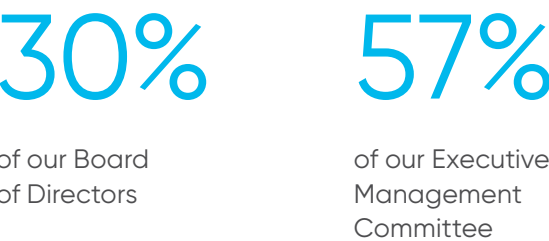
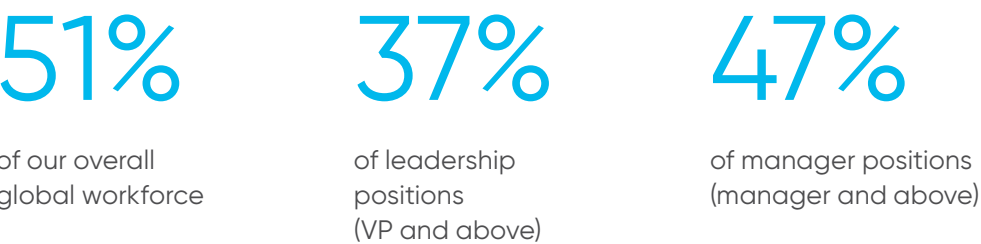
People

Cencora is shaping the future of healthcare by inviting and welcoming people with diverse backgrounds, perspectives, and experiences to innovate and co-create on a global scale. We know that seeking out different points of view is essential to creating healthier futures for all, so we put people first and invest in our team members to foster an environment where everyone can bring their boldest ideas and burning passion to the table.

We partner with a third party to measure female representation globally against external benchmarks, as well as race and ethnicity representation in the U.S. This effort helps us identify strengths and opportunities to guide our talent strategy across various levels and attract more diverse new hires.

Global gender demographics³

At the conclusion of FY23, ending September 30, 2023, women made up:

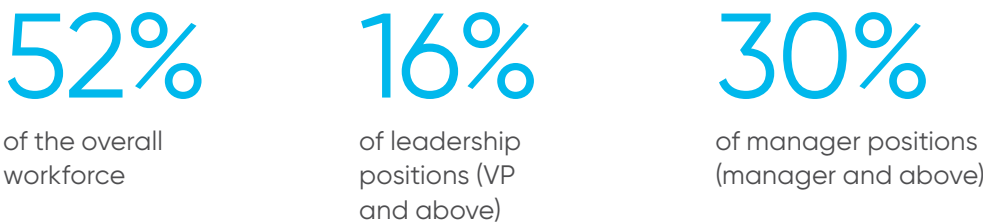


We have met or exceeded all global gender benchmarks.

	Headcount	% female
Europe	23,919	45%
North America	20,282	60%
Rest of world	1,608	43%
Total	45,809	51%

U.S. workforce composition by race and ethnicity³

In the U.S., underrepresented groups made up:



In FY22, 6.9% of our team members in the U.S. self-identified as having a disability and 3.9% self-identified as a veteran.

Demographic	Headcount
White	48%
Black or African American	22%
Hispanic or Latino	15%
Asian	11%
Other races and ethnicities	3%
Non-disclosed	1%



When reporting our total percentage of underrepresented groups elsewhere, we do not include individuals who choose not to disclose their race or ethnicity.



Steven H. Collis
Chairman, President, and Chief Executive Officer

“At Cencora, diversity, equity, and inclusion are not about checking a box; they’re pivotal to how we operate as a global pharmaceutical solutions leader. As we pursue our purpose to create healthier futures, our team members and customers remain at the center of every decision we make. While I am incredibly proud of the inclusive and equitable environment we foster for our 46,000 team members around the world, we are committed to finding new opportunities to improve as we continue to prioritize our DEI efforts.”



Cencora has achieved pay parity

In FY23, there was no statistical difference in pay between male and female employees. We are committed to fostering equal opportunity and pay equity through processes that drive equitable pay decisions and eliminate unexplained pay inequities.⁴

Advocating for fair compensation and inclusive benefits

We are committed to providing equitable pay, so compensation is equitable for all team members who are performing substantially similar work, without regard to gender identity, ethnicity, national origin, or sexual orientation.⁵ To support this, we have a cross-functional team of leaders that is responsible for researching best practices, reviewing pay practices, and working with external resources to analyze current pay equity and with senior leaders to implement changes.

We also recognize the importance of supporting our team members' and their families' well-being, which is why we continually assess how our benefits meet the unique and changing needs of our diverse global workforce. We offer a comprehensive benefit and compensation package that includes healthcare, flexible spending accounts, Health Savings Accounts, life, disability, and other insurance, as well as a retirement plan with company match. Other benefits include tuition assistance, student debt support tools, medical coverage for same-sex partners and domestic partnerships, holidays, paid time off, and a global team member assistance program.

We also support our team members and their families with coverage for fertility services, adoption assistance, twelve weeks of parental leave, and paid caregiver leave, which was increased to 80 hours in FY23. Also new in calendar year 2023, we began making our benefits available on day one for all new hires and rehires to prevent any gaps in coverage when changing jobs.⁶



Rewarding our team members

One of the most important ways we invest in our people is by formally recognizing and celebrating their hard work and accomplishments.

True Blue Awards

Our True Blue employee recognition program allows our team members to shine a spotlight on their colleagues' outstanding performance by giving rewards that range from simple social recognition to point-based awards up to \$500 in value.

Pursuit of Purpose Awards

To recognize team members who consistently go above and beyond, we host the annual Pursuit of Purpose Awards. This prestigious recognition is given to employees who demonstrate a powerful commitment to our purpose of creating healthier futures, and nominations are open to everyone.

130,800

awards distributed in FY23

3,000+

nominations in FY23

\$4.7M

total award value

125

award recipients worldwide

Culture

The only way our people can bring their best to work every day is if we create an environment where they feel comfortable, valued, and supported. To pursue that, we embrace open dialogue and foster a culture that gives everyone a voice, so we can continuously learn from each other and evolve as our global team grows.

Our global inclusion learning journey

In FY23, we launched Activating Inclusion, a training experience that was a global call to action for all of our team members to advance inclusion through their behaviors and advocacy. Nearly 100% of our workforce completed the training and provided extremely high reviews – an average of 4.8 out of 5 stars.



Silvana Battaglia
Executive Vice President and
Chief Human Resources Officer

“As our world becomes increasingly more connected and Cencora becomes increasingly more global, we have reinvested in our commitment to create a truly inclusive and equitable culture. From listening sessions to enhanced team members trainings to enhanced accessibility requirements, Cencora continues to invest in building a culture where all team members feel welcome, valued, and supported.”

Global inclusion listening sessions

To complement our digital learning journey around global inclusion, our DEI team helped organize in-person listening sessions to engage our non-desktop team members in 12 countries. Chief DEI Officer Ann Anaya also traveled to the U.K. and Spain to meet with team members there and participate in their sessions personally.



1,200+ team members participated in the listening sessions



Expanding our DEI Global Council

As we continued to evolve our DEI Global Council in FY23, we elevated its impact and influence by both membership and priority projects. We increased international and business leader membership to maximize our ability to drive positive change. We also identified and launched two propriety initiatives that are helping Cencora make a difference in people’s lives by addressing needs related to underrepresentation and ability inclusion.

Representation Think Tank

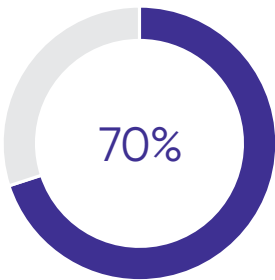
The Council collaborated with our HR team to develop a strategy to increase representation among marginalized groups, especially at the Senior Director level and above.

Ability Inclusion Program

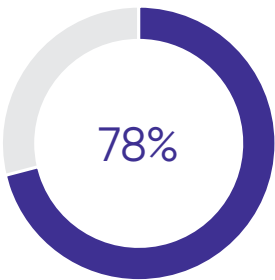
The Council and DEI team worked with stakeholders across the organization to implement best practices in accessibility and prepare us for our next chapter of advancing ability inclusion globally.

Measuring our global culture of inclusion

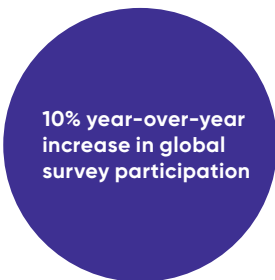
Last year, 70% of our team members agreed that we have a highly inclusive culture. In FY23, our Global Inclusion Index score remained consistent, while survey participation increased significantly.⁷



of team members agree we have an inclusive culture



of team members participated in the survey



10% year-over-year increase in global survey participation



Gina Clark
Executive Vice President and
Chief Communications and
Administration Officer

“While we continue to grow and evolve as an organization, we all have a responsibility to promote and foster an inclusive, diverse, and equitable workplace for all team members. We will continue to do that by advancing our DEI initiatives, committing to worldwide gender equality, and participating in celebrations, where we celebrate our personal uniqueness, and honor our fellow team members.”

Uniting around global celebrations

We recognize three special moments each year when we come together and actively focus on what we can all do to foster a more inclusive culture as a global organization. These live events are broadcast in several different languages, and we encourage everyone to organize watch parties at their location so our teams can truly celebrate together.



Global Inclusion Day
Executive leaders and team members shared what inclusion means to them personally, as well as how they feel it impacts our globally united culture.

2,300 attendees
26 countries



International Women’s Day
Several female leaders from Cencora and keynote speaker Michelle Milford Morse, VP, Girls and Women Strategy, United Nations Foundation, spoke about the disparities that women face and the progress being made.

1,700 attendees
37 countries



Pride Month
Author, educator, and advocate Blair Imani shared her perspective on pride and intersectionality. Afterwards, Pride flags were raised and other festivities took place at our offices around the world.

2,100 attendees
16 countries



Community

One of the most important parts of creating healthier futures is addressing the barriers that prevent people from accessing the care they need. Our goal is to build communities where everyone thrives, so we collaborate with our team members, partners, and stakeholders to integrate health equity into the strategy behind the work we do.

Health Equity Summit

In September 2023, Cencora hosted a two-day event in Indianapolis, Indiana, that gathered nearly 100 critical industry stakeholders to identify actionable takeaways for promoting equitable access to healthcare. Led by our ION Oncology Practice Network GPO team, the Health Equity Summit featured a combination of breakout sessions, panels, and keynotes, where we discussed some of the most common disparities in cancer care, including access to screening, biomarker testing, research, and care.



Robert P. Mauch

Executive Vice President
and Chief Operating Officer

“At Cencora, DEI is central to who we are and how we operate. In addition to our responsibility to create a diverse, equitable, and inclusive workplace for our team members, our commitment to promoting DEI also compels us to look beyond the walls of our offices, distribution centers, and facilities to address the systemic barriers within the healthcare ecosystem to create more equitable health outcomes for all patients.”

Partnering with our Innovation Community of Practice

To create healthier futures that are unhindered by barriers to care, we need to develop and execute novel strategies that many of us never thought possible. This requires us to tap into all the diverse perspectives, ideas, and skill sets found across our global enterprise. In FY23, our DEI team began collaborating with our Innovation Community of Practice, led by our Global Products and Solutions team. Together, these groups are focused on leaning into our creativity to optimize our innovation capabilities and develop new solutions that will empower our partners to increase access and improve outcomes for all.



My Community, My Pharmacy™

As a part of our health equity initiative, we developed My Community, My Pharmacy – a powerful tool that uses geospatial analytics to display community demographics and pinpoint pharmacy deserts. This interactive dashboard enables us to identify the specific barriers in a community that are impacting healthcare access, such as insurance coverage, disability prevalence, and transportation accessibility. Armed with this information, we can continue developing tailored programs for our *Good Neighbor Pharmacy*® members that deliver more inclusive patient care, prioritize resources, and ultimately accelerate outcomes.



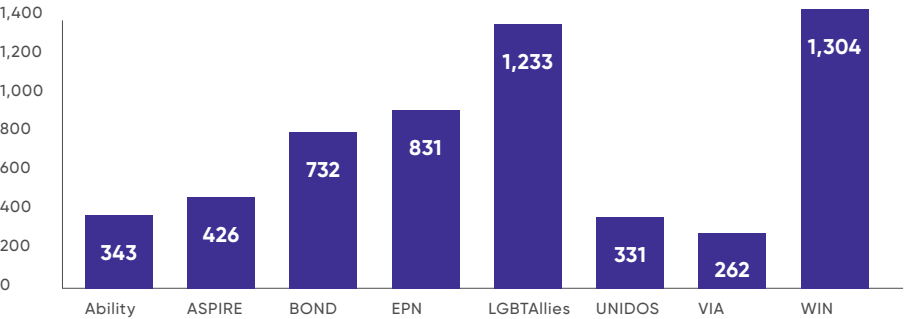
Dyisha Reliford
VP, DEI Strategic Initiatives

“Addressing barriers starts by listening to and uniting around our customers. Independent pharmacists told us they desired more tools to support vulnerable patient populations and training materials to help them create an inclusive environment for their patients and staff. They also shared the importance of hearing best practices that are actionable. So, we responded.”

Empowering communities through our ERGs

Our employee resource groups celebrate the shared backgrounds and experiences that our team members have in common and work together to strengthen our intersecting communities inside and outside of Cencora. We have eight ERGs with a combined total of 5,400 ERG members at the end of FY23, which is a 20% increase over our total membership at the end of FY22.

ERG members (as of 9/30/23)



130 hours
volunteered by EPN to
Big Brothers Big Sisters

\$2,700
raised by LGBTAllies
for Covenant House
through the Strides
for Pride challenge

\$10,000
plus 4 pallets of
collected items
donated by WIN and
LGBTAllies toCovenant
House Pennsylvania
and Covenant House
New York

Making a difference in communities at work and beyond

Not only do our ERGs enrich our culture and create a more inclusive work environment for all our team members, but they are also active outside the walls of our offices and distribution centers. They partner with external organizations, raise money for charities, and organize volunteer activities to support their respective communities – including others that intersect.

Progress

Operating with transparency and respect in all we do is foundational to our commitment to diversity, equity, and inclusion. We take accountability for the goals we established heading into FY23 and the progress we have made to date. Here is an overview of the efforts we made to accomplish what we set out to do last year.



Increase representation at every level

We increased the number of women in leadership positions from 36% to 37%, while manager positions remained consistent at 47%. Underrepresented racially and ethnically diverse leaders in the U.S. remained consistent at 16%, and we know we have more to do in developing and retaining a diverse workforce globally. Specifically, leveraging benchmarks of availability in leadership positions is the focus of our strategic action plans. Meanwhile, we introduced LGBTQ+ self-ID in FY23 to gain a better understanding of how well represented the LGBTQ+ community is at Cencora, and so far, 8% of our U.S. team members have disclosed their pronouns in Workday.

Establish a cross-functional approach to health equity

We established a Health Equity Working Group to oversee and drive the many initiatives that are being developed and carried out at Cencora to increase access to healthcare. This group of 16 senior leaders meets regularly to create strategic alignment and move this important work forward. Taking this cross-functional, inclusive approach helped us make progress on initiatives like My Community, My Pharmacy™ and other projects expanding our impact on outcomes.

Integrate our global teams

In FY23, Cencora united all the companies and services of AmerisourceBergen in our worldwide locations under one brand. To help bring our team members together, we hosted three global events throughout the year. These were broadcast worldwide in multiple languages, attracting 6,100 total attendees. The DEI team also organized International Business Group listening sessions in 12 different countries to complement our global inclusion learning journey and gain valuable feedback.

Enhance our global culture of inclusion

Our **Activating Inclusion** training was a resounding success, with nearly 100% of team members completing the interactive experience. We also increased membership in our employee resource groups (ERGs) to 5,400 members, up 900 people from the previous year. Through this work and more, we were able to maintain our highly inclusive Global Inclusion Index score of 70%, while increasing participation in the employee experience survey by 10%. Moving forward, we will continue to address our areas of lowest performance on the Global Inclusion Index, including transparency among our senior leaders and diverse representation at various levels of the organization.



Our goals for FY24

Looking ahead, we plan to build on the progress we made over the last year and focus on these three areas, as we continue to uplift our people, our culture, and the communities where we live and work.

01 Attract and retain diverse talent at various levels

We will continue to activate DEI strategies aimed at helping us meet global representation benchmarks for women and underrepresented groups. This includes refreshing our U.S. Affirmative Action internal process and cascading DEI guidance on a quarterly basis to inform action plans and drive progress. We will also be developing digital capabilities to expand our ERGs globally so we can improve team member engagement and overall experience at Cencora worldwide.

02 Unite our global teams through our culture of inclusion

We are using the insights we gained through the Global Inclusion Index results to tailor future trainings and workshops, so team members feel empowered to co-create the culture they want to see at Cencora. Likewise, their feedback will be used to enhance our three global celebrations throughout the year to maximize engagement. We will also continue to expand the scope of our DEI Global Council to drive more initiatives that influence widespread cultural change.

03 Drive innovation that accelerates outcomes

We will integrate our DEI strategies deeper into our innovation pipeline and business operations. We are in the process of developing new solutions that will help stakeholders across the healthcare continuum better address the barriers to care that their patients are facing, and we are excited to continue making meaningful progress as we pursue our purpose to create healthier futures hand in hand with our partners.



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1 Our team members can join multiple ERGs, so this total reflects all ERG memberships rather than individual people.

2 We have met overall U.S. workforce benchmarks for market availability regarding race and ethnicity.

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3 Data boundary:

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

External benchmark sources:

- U.S.: 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 FY23 was used to support this benchmarking effort. Global gender representation benchmarking included Cencora and Alliance Healthcare team members. U.S. race and ethnicity benchmarking included U.S. Cencora team members only.

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

5 We define pay equity as equal pay for women, men, and all ethnicities who are performing substantially similar work. Some of the factors we consider include job-related skills, tenure, experience and education level, performance rating, and geography.

6 Does not include disability coverage or 401k.

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7 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.



We are united in our responsibility to create healthier futures

Explore our [DEI Progress Report microsite](#) to learn more about our DEI initiatives and the progress we're making.

Visit our [ESG Report microsite](#) to see how we align with our broader ESG initiatives.