

## Corporate Responsibility overview 2024



Cencora believes in the power of pharmaceuticals to improve healthcare and well-being. Our 46,000 team members around the world are focused on the pursuit of our shared purpose: We are united in our responsibility to create healthier futures. Our name has connections to the words center, core, and heart. It's rooted in what we've always considered most important: putting our customers, their patients, and our team members at the center of everything we do.

At Cencora, our commitment to creating healthier futures drives our comprehensive corporate responsibility strategy. We enhance healthcare access and patient outcomes by embedding corporate responsibility principles throughout our business. Our Corporate Responsibility team collaborates with leaders across the organization to elevate corporate responsibility priorities and implement impactful initiatives, aligning our business strategy with our purpose.

### **Purpose-driven team members**

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

### **Resilient and sustainable operations**

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

### **Healthy customers and communities**

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

## **The Cencora Impact Foundation**

The Cencora Impact Foundation is an independent, nonprofit charitable giving organization, with a mission to improve the health and well-being of patient populations – both human and animal. Through partnerships, projects, and grants, we work together with nonprofit organizations to advance access to healthcare and disaster response efforts worldwide.

### **The foundation focuses its funding strategy on three pillars:**

#### **Human health**

Supporting access to healthcare for underserved populations around the globe.

#### **Animal health**

Improving the health of service, companion, and production animals that support humans.

#### **Prescription drug safety**

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

# Fiscal year 2024 Corporate Responsibility Impact

## Purpose-driven team members

- Comprehensive benefits: Offered key benefits from day one for new hires and rehires in the U.S., including healthcare, life insurance, retirement plans with company match, employee stock purchase program, employee assistance programs, tuition assistance, and virtual mental health services.
- Development and career growth: Enhanced our integrated talent framework focusing on goal alignment, development planning, performance coaching, centralized learning experiences, and offered development programs, tuition reimbursement, and mentorship opportunities.
- Health and safety excellence: Launched the “Journey to Environmental, Health and Safety Excellence” initiative, establishing new internal committees to discuss incidents, trends, and best practices, increasing accountability and continuous improvement in EHS practices.

## Resilient and sustainable operations

- Greenhouse gas emissions reduction: Made progress toward meeting our science-based target to reduce scope one and two emissions by 54.6 percent by FY2032 through initiatives that increased hybrid and electric vehicles in Alliance Healthcare and in the U.S and completed Photovoltaic (PV) system installations in World Courier facilities in Prague and Oslo.
- Packaging innovations and recycling initiatives: Implemented sustainable packaging solutions in MWI Animal Health with a reusable tote program, nearly eliminating single-use cardboard and Styrofoam for 1,300 U.S. corporate customers and supported an inhaler recycling initiative in Alliance Healthcare UK, which captures inhalers for recycling through our delivery routes.
- Business resilience: Completed a business impact analysis for our three largest U.S. businesses and made grants through the Cencora Impact Foundation to support initiatives at the intersection of climate, nature, and health, including grants to the CDC Foundation and World Wildlife Fund.
- Supply chain and responsible sourcing: Enhanced traceability and patient safety by enhancing business processes and technology, purchased pharmaceuticals directly from manufacturers, and led efforts on the Drug Supply Chain Security Act (DSCSA) compliance, ensuring secure and efficient pharmaceutical distribution.

## Healthy customers and communities

- Cencora Impact Foundation: In FY24, the Foundation donated nearly \$6.4 million to nonprofit partners, focusing on human health, animal health, and prescription drug safety, supporting access to healthcare for underserved populations and improving the health of service, companion, and production animals.
- Volunteerism: Offered virtual and in-person service opportunities to team members, providing paid Volunteer Time Off, with significant participation in initiatives like the Alex's Lemonade Stand Foundation campaign, raising nearly \$136,000 to fight childhood cancer.
- Product donations: Donated nearly \$2.8 million worth of over-the-counter products to nonprofits, including Kingsway Charities and Feeding America, supporting medical teams in underserved areas and regions impacted by natural disasters.
- myCommunityImpact: Supported team members in giving back through Matching Gifts and Volunteer/Board Service Grant programs, donating \$1.6 million to over 840 nonprofit organizations globally.
- Cencora Team Assistance Fund: Provided financial assistance to team members experiencing severe financial hardship due to qualifying events, with over \$130,000 granted in FY24 to more than 100 colleagues.

For more information, visit our [Corporate Responsibility Report microsite](#) and [Corporate Responsibility Reporting Index](#).