

World Courier UK Limited

2024 Gender Pay Report

Cencora believes that fostering an inclusive workforce drives our performance and best enables us to support global access to medications. In all aspects of our business, we work diligently to comply with international, national, state and local laws and regulations.

Mercer¹, our third-party vendor, calculated our Gender Pay Report metrics as of April 5, 2024, for our World Courier UK operations. Although World Courier UK fell below the legal requirement to complete the assessment and report the results, we decided to undergo the assessment and report our results for that business unit on a voluntary basis.

A breakdown of our scores can be found below:

- **Gender Pay Gap (GPG) and Gender Bonus Gap (GBG)**

	Mean	Median
Gender Pay Gap (GPG)	2.6%	-6.5%
Gender Bonus Gap (GBG)	34.1%	-7.2%

A negative (-) figure indicates when a male is paid less than a female.

- The median GPG is consistent with last year result (2023: -6.8%) and remain in favour of females. The mean GPG has slightly narrowed since 2023 and changed direction and is now in favour of males.
- The mean GBG has increased since 2023. The median GBG is still in favour of females; however, it has decreased relatively materially since last year. At World Courier, 97% of males and 94% of females received a bonus.

- **Bonus Pay Proportion**

- With regards to bonus payments for 2024, we are pleased to report that a higher proportion of both males and females received bonuses this year compared to 2023 (from 89.5% to 94.3% for females and from 94.6% to 96.9% for males).

	% of employees receiving a bonus payment
Female	94.3%
Male	96.9%

- **Gender Pay Quartiles**

Percentage of Male and Female employees in each hourly pay quartile.

¹ Mercer, a business of Marsh McLennan (NYSE: MMC), is a global leader in helping clients realize their investment objectives, shape the future of work and enhance health and retirement outcomes for their people. Marsh McLennan is a global leader in risk, strategy and people, advising clients in 130 countries across four businesses: Marsh, Guy Carpenter, Mercer and Oliver Wyman. With annual revenue of over \$24 billion and more than 90,000 colleagues, Marsh McLennan helps build the confidence to thrive through the power of perspective.

	Male	Female
Quartiles	Percentage (%)	Percentage (%)
Lower (<25%)	92.0	8.0
Lower Middle (26% - 50%)	74.0	26.0
Upper Middle (51% - 75%)	62.0	38.0
Upper (>75%)	76.0	24.0

For questions, please contact corporateresponsibility@cencora.com.

I confirm that the data reported is accurate and meets the requirements under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017².



Simon Beaumont
Managing Director, World Courier UK Limited

² <https://www.legislation.gov.uk/uksi/2017/172/contents/made>