

At Cencora, we are committed to fostering a global workplace that values diversity, equity, and inclusion (DEI) by creating pathways for every team member to thrive, expanding opportunities for people with difference abilities, making a positive impact on our communities, and making progress with transparency and accountability.

Our commitment to our diversity, equity, and inclusion transparency includes gender equality and conducting pay equity assessments across our global population to ensure we are compensating our workforce equally for performing substantially similar work regardless of gender. We continue to take steps to improve representation at all levels of our global organization and champion women, who made up 51% of our overall workforce, 37% of leadership positions, 47% of manager positions, 30% of our Board of Directors, and 57% of our Executive Management Committee at the conclusion of our fiscal year 2023, ending September 30, 2023.

For our World Courier France operations, we recently calculated our Gender Pay Equity Index scores for 2023 and are pleased to be able to report that we have **scored 95 out of 100**.

A breakdown of our scores can be found below.

- *First indicator:* Weighted gender pay gap — a score of **36 points out of 40**;
- *Second indicator:* Gender equality in annual individual salary increases — a score of **35 points out of 35**;
- *Third indicator:* % increase in salary for those returning from maternity leave — **N/A**;
- *Fourth indicator:* Employees from underrepresented gender among the 10 most highly paid — score of **10 points out of 10**.

	1st indicator	2nd indicator	3rd indicator	4th indicator	Total	Index score
Professional category (exempt/non exempt)	36/40	35/35	NA	10/10	81/85	95/100

This year, the Gender Equity Index is 95 out of 100. The analysis further indicates that on average women received higher salaries than men in 2023. World Courier has a score above 75; therefore, it is compliant with the law. Our score is also above 85 points in compliance with the decree published on February 25, 2022.

We remain committed to diversity, equity, and inclusion transparency and are actively engaging third parties so we can continue to measure our progress and identify any opportunities around gender equality.

For questions, please contact corporateresponsibility@cencora.com