

Cencora believes that fostering an inclusive workforce drives strong performance and 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, including France's Gender Equality Index Law.

Mercer¹, our third-party vendor, calculated our Gender Pay Equity Index Score for Fiscal Year 2025 for our World Courier France operations as required by the relevant reporting requirements. Per those calculations, 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 **40 points out of 40**;
- *Second indicator:* Gender equality in annual individual salary increases — a score of **35 points out of 35**;
- *Third indicator:* Percentage increase in salary for those returning from maternity leave — a score of **15 points out of 15**;
- *Fourth indicator:* Employees from underrepresented gender among the 10 most highly paid — score of **05 points out of 10**.

	1 st indicator	2 nd indicator	3 rd indicator	4 th indicator	Index score
Professional category (exempt/non exempt)	40/40	35/35	15/15	05/10	95/100

Because World Courier France has a score above 75, it is compliant with the law. Our score is also above 85 points in compliance with the decree published on February 25, 2022.²

For questions, please contact corporateresponsibility@cencora.com.

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. For more information, visit marshmclennan.com, follow us on LinkedIn and X.

² [Décret n° 2022-243 du 25 février 2022 relatif aux mesures visant à supprimer les écarts de rémunération entre les femmes et les hommes dans l'entreprise prévues par l'article 13 de la loi visant à accélérer l'égalité économique et professionnelle et par l'article 244 de la loi n° 2020-1721 du 29 décembre 2020 de finances pour 2021 - Légifrance](https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000032424421&dateTexte=&affichType=DOIT&opere=0)