

Centaur Services Ltd. (MWI Animal Health Ltd)

2023 Gender Pay Report

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 Centaur Services Ltd. (MWI Animal Health Ltd) operations, we recently completed our gender pay gap (**GPG**) analysis for 2023 together with our partners at Mercer UK and are pleased to report the results.

The report is based on information as of April 5th 2023 and outlines the mean and median gender pay based on the hourly rate of payments received in that month. Any bonus payments received during the 12 months leading up to that date are also reviewed and compared by gender.

The Gender Pay Gap (**GPG**) is the percentage between the hourly earnings between genders (across all jobs). The Gender Bonus Gap (**GBG**) is the percentage between the bonus payments between genders. The below chart indicates the results from this year's analysis. The mean result is average payments of all male employees versus the average payments for all female employees. The median result is the middle value of pay for men versus the middle value of pay for women.

	Mean	Median
Gender Pay Gap (GPG)	0.7%	0.2%
Gender Bonus Gap (GBG)	19%	2.1%

Both the mean and median **GPG** have decreased since 2022 and are now below 1%. In 2022, the results were in favour of females, this year they are both marginally in favour of males.

The median **GBG** has decreased since 2022 and is now in favour of males, previously in favour of females in 2022.

There have been a number of changes in the workforce as well as a shift in our leadership profile and executive team, which we believe may have been a driver for why the GPG and GBG have moved slightly more in favour of males in 2023.

Despite this, when comparing within the industry, the median 0.2% **GPG** at Centaur Services is statistically insignificant, whereas, for comparator groups, the results are typically much more

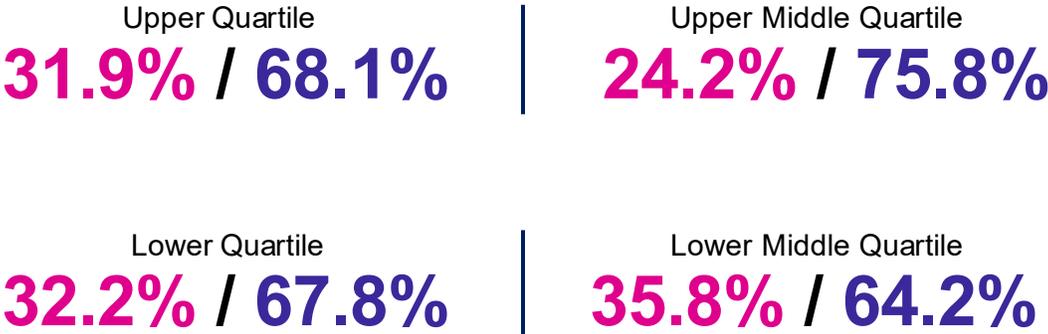
favourable towards males (Healthcare sector in 2022 had a median **GPG** of 6.9% and all Industry had a median **GPG** of 9.3).

With regards to bonus payments for 2023, we are pleased to report that a significant higher proportion of both males and females received bonuses this year, compared to 2022 bonus market data for the Healthcare and all Industry sectors, and a similar proportion of females than males received bonuses at Centaur Services (82% and 81%, respectively).

Percentage of Employees Receiving a Bonus Payment



Percentage of Female/Male in each Hourly Pay Quartile



We remain committed to diversity, equity and inclusion transparency and we 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

I confirm that the data reported is accurate and meets the requirements under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Emma Hunt

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