

World Courier UK Limited

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 **World Courier UK Operations**, we recently completed, for the second year, our gender pay gap (**GPG**) analysis for 2023 together with our partners at Mercer UK and are pleased to report the results. Although as a company, we fell below the legal requirement to complete the assessment and report our results this year. Nevertheless, we have made a conscious decision to remain committed to continue to monitor our progress on gender equality, and as such have decided to undergo the assessment and report our results on a voluntary basis.

This 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.

Gender pay gap (as at 5 April 2023)

	Mean	Median
Gender Pay Gap	-4%	-6.8%
Gender Bonus Gap	21.4%	-14.4

*A Negative (-) figure indicates when a male is paid less than a female

Both the mean and median gender pay gaps have narrowed since 2022 and are still in favour of females. The gender pay gap results are below the 2022 overall UK median of 9.3%, as well as within the transportation sector 7.5%. 23% of our workforce were female this year, but the highest proportion of our females were found in the upper middle quartile, which is driving the median gender pay gap to be favour of females. However, there has been a decrease in the number of females in the upper quartile, which has contributed to the median gender pay gap narrowing.

We understand that this was driven by a senior female being promoted and therefore, moving outside of the reporting entity.

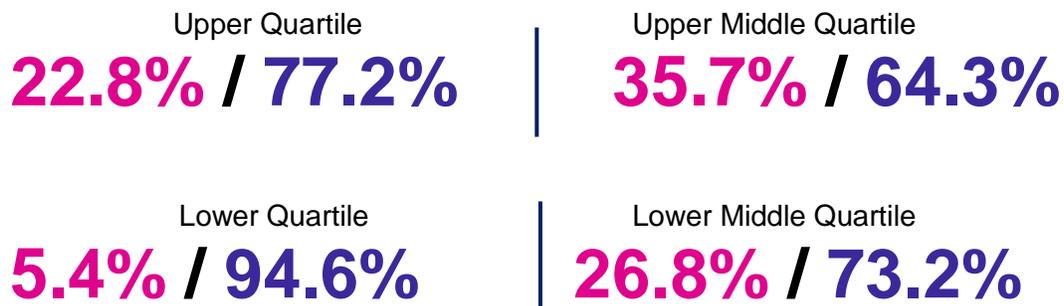
Our mean gender bonus gap has decreased since 2022, whilst the median gender bonus gap has increased. This too appears to be driven by fewer females in the upper quartile, by reason of promotion into another World Courier entity. At World Courier UK, 94.6% of males and 89.5% of females received a bonus as noted below.

Percentage of Employees Receiving a Bonus Payment



There are, however, proportionally more females to males in the higher pay ranges:

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.



Simon Beaumont
Managing Director, World Courier UK Limited