

PharmaLex UK Services Ltd 2024 Gender Pay Report

Cencora believes that fostering an inclusive workforce drives our performance and best enables us to support global access to medications and medical devices. 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 PharmaLex UK Services Ltd operations.

A breakdown of our scores can be found below:

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

	Mean	Median
Gender Pay Gap (GPG)	24.5%	26.5%
Gender Bonus Gap (GBG)	34.3%	29.5%

- Both the mean and median GPGs are in favour of male employees, with the mean at 24.5% and the median at 26.5%.
- Similarly, both the mean and median GBGs are in favour of male employees, with the mean at 34.3% and the median at 29.5%.

- Bonus Pay Proportion**

- There is a higher proportion of males receiving bonus than females (27% and 18% respectively).

	% of employees receiving a bonus payment
Female	18%
Male	27%

- Gender Pay Quartiles**

- Percentage of male and female employees in each hourly pay quartile.

	Male	Female
Quartiles	Percentage (%)	Percentage (%)
Lower (<25%)	25.4	74.6
Lower Middle (26% - 50%)	39.4	60.6

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.

Upper Middle (51% - 75%)	44.8	55.2
Upper (>75%)	66.7	33.3

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.



Jon Jeffery

PharmaLex UK Services Ltd

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