

Centaur Services Ltd. (MWI Animal Health 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. In all aspects of our business, we work diligently to comply with international, national, state and local laws and regulations.

Mercer<sup>1</sup>, our third-party vendor, calculated our Gender Pay Report metrics as of April 5, 2024, as required by law, for our Centaur Services Ltd. (MWI Animal Health Ltd) operations in the UK.

A breakdown of our scores can be found below:

- Gender Pay Gap (GPG) and Gender Bonus Gap (GBP)

	Mean	Median
Gender Pay Gap (GPG)	5.2%	0.0%
Gender Bonus Gap (GBG)	29.4%	0.3%

- The **median** Gender Pay Gap slightly decreased since 2023 and now shows no differences in median payments between male and female employees. However, the **mean** has increased since last year and remains in favour of male employees.
- The **median** Gender Bonus Gap decreased since 2023. It is now insignificant and equal to 0.3%. The **mean** increased year-on-year and remains in favour of male employees.

- Bonus Pay Proportion

- With regards to bonus payments for 2024, we are pleased to report that a higher proportion of both males and females received bonuses this year, compared to 2023 bonus market data for the Healthcare and all Industry sectors, and a higher proportion of females received bonuses at Centaur Services (from 82% to 86%) remaining stable for male (81%).

	% of employees receiving a bonus payment
Female	86%
Male	81%

<sup>1</sup> 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.


- **Gender Pay Quartiles**

Percentage of Male and Female employees in each hourly pay quartile.

Quartiles	Male	Female
	Percentage (%)	Percentage (%)
Lower (<25%)	63.9	36.1
Lower Middle (26% - 50%)	69.7	30.3
Upper Middle (51% - 75%)	69.7	30.3
Upper (>75%)	66.9	33.1

For questions, please contact [corporateresponsibility@cencora.com](mailto: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<sup>2</sup>.



**Graham Burley**

MWIAH UK Vice President – Strategic Initiatives

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