

Centaur Services Ltd. (MWI Animal Health Ltd)

2025 Gender Pay Report

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 the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Mercer¹, our third-party vendor, calculated our Gender Pay Report metrics as of April 5, 2025, 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 (GBG)**

	Mean	Median
Gender Pay Gap (GPG)	2.4%	-2.4%
Gender Bonus Gap (GBG)	13.8%	4.7%

- The **median and the mean** Gender Pay Gap has decreased since last year. Now the **median** is in favour of female employees.
- The **median** Gender Bonus Gap increased since last year. However, the **mean** decreased significantly.

- **Bonus Pay Proportion**

- With regards to bonus payments for 2025, we are pleased to report that a higher proportion of both males and females received bonuses this year.
- From 86.2% to 91.1% in females and from 80.9% to 88.8% in males.

	% of employees receiving a bonus payment
Female	91.1%
Male	88.8%

- **Gender Pay Quartiles**

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

	Male	Female
Quartiles	Percentage (%)	Percentage (%)
Lower (<25%)	66.7	33.3
Lower Middle (26% - 50%)	78.3	21.7
Upper Middle (51% - 75%)	65.0	35.0

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 (>75%)	63.6	36.4
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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.

Emma Hunt

MWI UK Country Manager

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