

## EMPLOYER STATEMENT

# CSL Australia Gender Pay Gap Our 2025 Pay Gap Data

Our people are at the heart of our mission to develop new therapies and vaccines to save lives, protect public health and support the patients and communities we serve. We want to be a true reflection of the world around us. By celebrating our differences and creating a culture of curiosity and empathy, we are able to better understand and connect with our patients and donors, foster strong relationships with our stakeholders, and sustain a diverse workforce that will move our company and industry into the future.

Our current total remuneration\* average gender pay gap in Australia is 4.5% and median pay gap is 7.3%. Similar to previous years, our analysis shows that while base salaries are almost equal, gender pay gap drivers include men receiving on average 2.5 times more in overtime payments and 1.85 times more in penalty payments than women. The median Long-Term Incentive (LTI) gap, based on value vested, is 1.5 times higher for men, this is as a result of representation, where a larger number of senior male executives receive share awards. We have seen a slight improvement in relation to penalty payments with this shifting from men accessing 3.5 times more in penalty payments in 2024 to 1.85 times more this reporting period. In addition, women are underrepresented in executive levels influencing our overall gender pay gap and LTI payments. We have initiatives to continue to drive diverse merit based recruitment at all levels. This includes diverse candidate slates, steps to guard against conscious and unconscious biases, training programs on inclusive leadership and unconscious bias, embedding diversity in talent management, a robust performance management process, and supporting all employees in balancing work with personal commitments.

Our gender pay gap continues to be much smaller than the Australian national private sector average of 21.1%. However, more work is required to increase gender pay parity at all levels. We stay committed to increasing gender diversity at all levels and to ensuring fair and equitable pay at all levels.

### Roanne Parry

Executive Vice President, Chief Human Resources Officer

## What is the gender pay gap?

The gender pay gap explained simply is a measure of how we value the contribution of men and women in the workforce. Expressed as a percentage or a dollar figure it shows the difference between the earnings of women and men. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

The gender pay gap is not the same as equal pay. Equal pay is where employees are paid the same for performing the same work or different work of equal or comparable value. In Australia, this has been a legal requirement since 1969. Gender pay gaps are not a comparison of like roles. Instead, they show the difference between the average or median pay of women and men across organisations, industries and the workforce as a whole.

## Total remuneration\* and base pay comparison

	Mean (average of a data set)		Median (midpoint of a data set)	
	CSL	Manufacturing Benchmark	CSL	Manufacturing Benchmark
Total Remuneration	4.5%	10.5%	7.3%	9.2%
Base Salary	2.3%	6.7%	1.8%	4.6%

\*Total remuneration includes base pay, superannuation; short-term incentives; long-term incentives; penalties, overtime, and allowances.

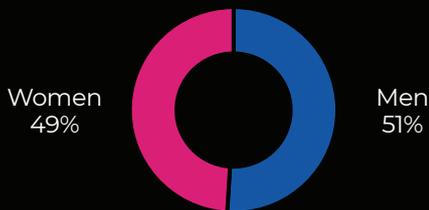
## Gender composition by pay quartiles

Pay quartiles show the distribution of earnings when looking at pay. The workforce is divided into four equal groups ranging from the lowest to the highest paid individuals. It shows the proportion of men and women in each quartile.

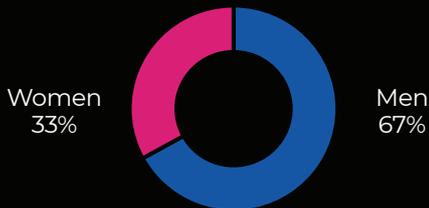
	Lower	Lower Middle	Upper Middle	Upper	Total
Women	56%	50%	43%	46%	49%
Men	44%	50%	57%	54%	51%

## Workforce composition - CSL Australia Gender composition by role\*

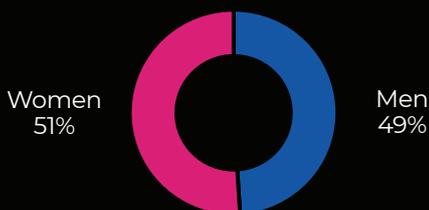
### Total Workforce



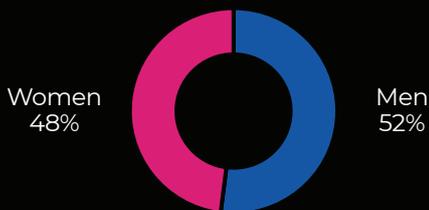
### CEO / HOB / KMP\*\*



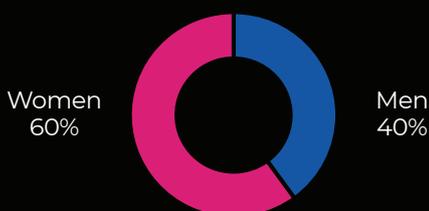
### Managers



### Non-managers



### CSL Board



## Gender equity indicators

### GE 1/2 GENDER COMPOSITION OF WORKFORCE & GOVERNING BODIES

We take actions to be fair, equitable and inclusive in our talent practices, including hiring diverse candidates.

### GE 3 EQUAL REMUNERATION

CSL regularly analyses the drivers of the company's gender pay gaps, has an Australian Gender Equality Policy in place and takes action to address the gaps.

### GE 4 FLEXIBLE WORK AND PARENTAL LEAVE POLICIES

We believe that when employee benefits are accessible to men and women, it leads to a more gender-equal workplace culture, increased productivity, reduced absenteeism, and increased retention. More gender equal uptake of parental leave can also reduce the gender pay gap. CSL also has a policy for flexible work arrangements, and a strategy to support employees with family or caring responsibilities.

### GE 5 CONSULTATION ON DIVERSITY, EQUITY & INCLUSION EFFORTS

As part of our inclusion and belonging approach, we consult with our employees on how to improve gender representation where there are gaps.

### GE 6 SEXUAL HARASSMENT, HARASSMENT ON THE GROUNDS OF SEX OR DISCRIMINATION

CSL does not tolerate sexual harassment and discrimination at work and reinforces mutual respect. Policies are in place to prevent and address situations if they arise.

\*Data accurate as provided to WGEA 31/03/2025

\*\*CEO = Chief Executive Officer (which for our purposes is the most senior leader in Australia), HOB = Head of Business (n/a for CSL) and KMP = Key Management Personnel