

Driven by Our Promise

Our vision is a sustainable future for our employees, communities, patients and donors, inspired by innovative science and a values-driven culture.

Our Sustainability Strategy

CSL is committed to fostering a healthier world. Our vision is a sustainable future for all our stakeholders, inspired by innovative science and a values-driven culture.

We have identified **ten focus areas across three strategic pillars** that, over the medium to long-term, will help us achieve our sustainability objectives. We will reduce environmental impacts across our operations; strengthen societal health through the development of new therapies and the continued supply of life-saving vaccines, plasma and other therapies; and foster a safe, inclusive and rewarding workplace that embraces diversity, equity and inclusion and provides opportunity. While our strategy directs our focus to areas of specific importance, we will always have a strong foundation of best-practice corporate governance, an area of strength for CSL.

Strategic Sustainability Pillars & Focus Areas



• Environment

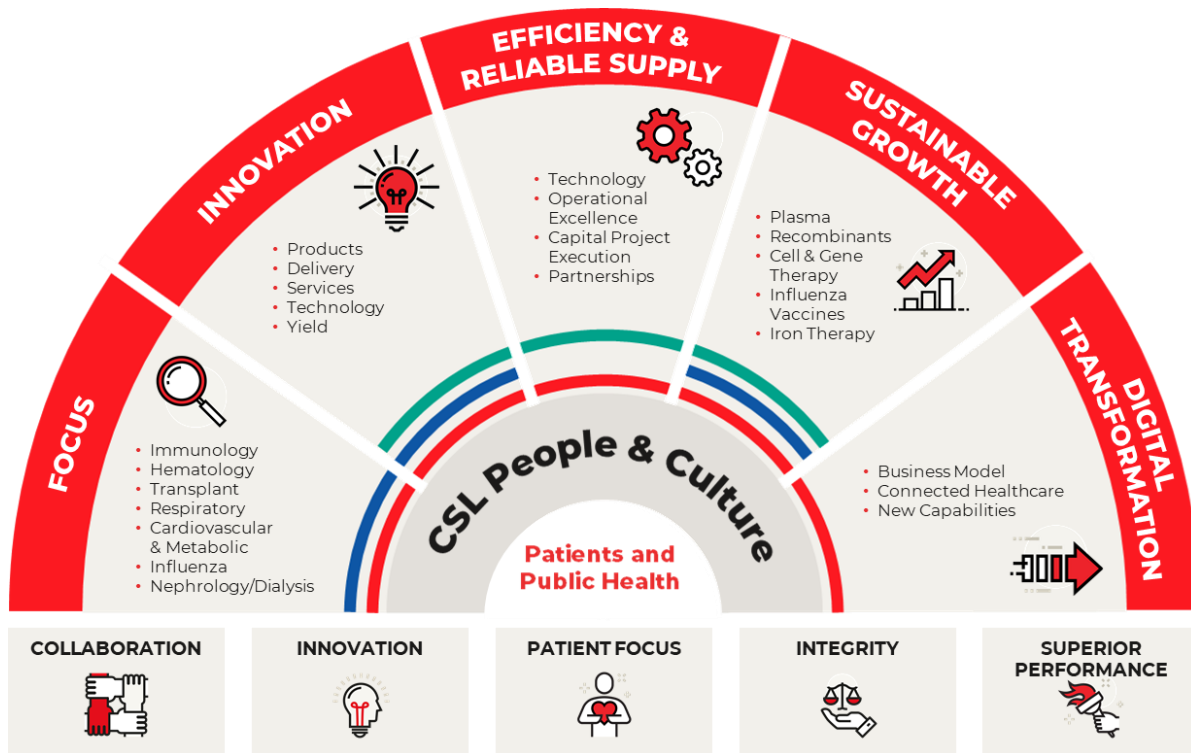


• Social



• Sustainable Workforce

Our Sustainability Strategy supports delivery of our 2030 plan.



Our Values

CSL’s strong commitment to living our values has guided us for many decades. Our Values are fundamental to our success – helping us to save lives, protect the health of people and earn our reputation as a trusted and reliable global leader. They are at the core of how our employees interact with each other, make decisions and solve problems.



Environment - *Delivering on our promise to preserve a healthier planet.*

We're committed to fulfilling our promise – to create a healthier world – in an efficient, inclusive and environmentally respectful way, embedding these practices across our organisation for a brighter tomorrow.

Focus Area	Highlighted Initiatives
<p>Environmental Considerations</p> <p>Integrate sustainability into business decisions</p>	<ul style="list-style-type: none"> • Embedding environmental considerations into key business decisions: CSL Seqirus' new cell-based influenza vaccine manufacturing facility will be built at a green-field site in Tullamarine, Victoria, Australia and is currently designed to feature best-in-class sustainable design features including, to name a few: onsite renewable energy generation; electrification of plant to reduce reliance on natural gas; heat recovery from waste management processes and reclaim water reuse. • New headquarters achieves green design certification: In September 2022, the Green Building Council of Australia certified CSL's new Global Headquarters and centre for Research and Development in Melbourne with a five-star rating under its Green Star rating system.
<p>Reduce Carbon Emissions</p>	<ul style="list-style-type: none"> • Carbon Emissions for FY23: Compared with the prior year, total Scope 1 and 2 greenhouse gas (GHG) emissions reduced as CSL moved to increase the proportion of purchased electricity from renewable sources in Europe. This is notwithstanding the acquisition of CSL Vifor and increased production volumes at some locations. • Our Scope 1 and 2 emissions profile for FY22: CSL's Scope 1 greenhouse gas emissions come from the combustion of fossil fuels. This is primarily burning natural gas to generate steam at manufacturing facilities. Scope 1 GHG emissions make up 34%. Scope 2 emission are predominantly from purchased electricity. Sites in Europe currently purchase electricity from renewable sources. Scope 2 GHG emissions contribute to 66% of our total Scope 1 and 2 GHG emissions. • Target set for 2030 – An SBTi-aligned absolute reduction of Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 40% against a baseline of the average annual emissions across FY19-21. To achieve this a portfolio and program governance system has been implemented to support target achievement. Further, we have disclosed our baseline numbers in our 2023 Annual report and obtained limited assurance over these numbers by Ernst and Young.
<p>Waste</p> <p>Minimise end to end production of waste through removal, reduction & recycling</p>	<ul style="list-style-type: none"> • Ethanol recovery by distillation at CSL Behring, Broadmeadows, Australia, is a sustainability win on various fronts. Engineers collaborated with sites in Switzerland and the US and built upon their collective design and operational experience because these sites already performed ethanol recovery. Overall, ethanol recovery at rates $\geq 90\%$ help achieve the following benefits: a) reduction of trucks traveling to the site: eliminated more than 270 truck movements to/from site per year; b) reduction in waste (~9,500 t. of liquid industrial waste per year); and c) a reduction of over 140,000 kms of truck movements on roads per year.
<p>Supply Chain</p> <p>Increase efficiency and reduce carbon emissions / waste throughout our supply chain</p>	<ul style="list-style-type: none"> • Target set for 2030 – Intend for suppliers accounting for 67% of Scope 3 emissions to set Scope 1 & 2 SBTi-aligned targets. To achieve this the following abatement levers will be implemented: revised procurement standards and award criteria, supplier enablement through advocacy and education, strategic partnerships to innovate and collaborate. • In support of achieving this target, CSL has developed a dedicated supplier engagement program to firstly identify suppliers who have set or are planning to set science-based targets. In late 2022, CSL initiated the first wave of communication targeting a small number of suppliers. All suppliers targeted in this first wave, representing 8% of CSL's total Scope 3 emissions (as at 30 June 2022) have set or plan to set science-based targets, by 2024.



Social - Providing better care for brighter days ahead.

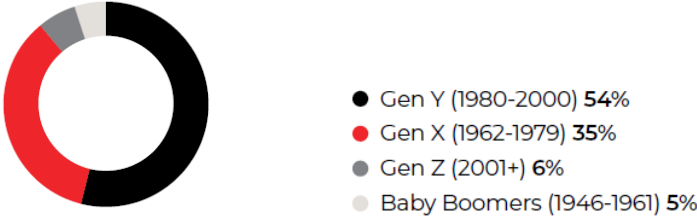
Our greatest opportunity to contribute to society is through the development of new therapies for serious unmet medical needs and through the continued supply of life-saving vaccines and plasma and other protein-based therapies.

Focus Area	Highlighted Initiatives
<p>Maintaining Trust of Plasma Donors</p> <p>Maintaining our trust with donors through a focus on their experience and wellbeing, and their communities</p>	<ul style="list-style-type: none"> • Maintaining trust of donors: 94% of plasma donors are willing to donate again and 91% of plasma donors are willing to refer a friend to donate plasma at their CSL Plasma centre. (Based on self-reported survey data through newly deployed CSL Plasma mobile app.) • Improving donor experience and wellbeing: New plasma collection system, Rika is being implemented across the US. The new system uses advanced technology and ensures there's not more than 200ml of blood outside the donor's body at one time. This is expected to improve the donor's comfort during the donation and reduce occurrence of a red cell loss deferral. It also completes one plasma collection in 35 minutes or less on average, reduction the average donation time for donors by nearly 30%. • Initiatives further support donor experience: CSL Plasma continues several strategies to reduce donor adverse events (AEs), including an initiative to support plasma donor hydration at all US centres in which donors can access water, juice and snacks before or after the plasma donation procedure. Our focus remains to minimise overall AEs, especially among first-time donors. We have enhanced training for phlebotomy and medical staff associate roles across the collection centre network.
<p>Access to Medicines</p> <p>Strengthen societal health through access to our existing products and therapies and investment in innovation</p>	<ul style="list-style-type: none"> • Access to products and therapies: In 2022/23, CSL's investment for humanitarian access programs and product support initiatives across the world totalled US\$13.7 million. • 130 million influenza vaccine doses distributed by CSL Seqirus. • Making a significant impact for patients with haemophilia: In 2023, CSL began its five-year commitment to donating 100 million international units (IUs) of coagulation factor therapy per year for five years to the WFH as part of CSL's continued support of the WFH Humanitarian Aid Program. The donation, which includes product specifically manufactured for the purposes of being donated, will have a standard shelf life of three years, enabling greater access to these life-saving therapies for people around the world. In January 2023, CSL Behring initiated the first of two deliveries of 50 million IUs to the WFH. The donation is destined to help people in more than 60 developing countries. • Community Support: US\$42.6 million in global community investment across our strategic areas of support. • Innovation: Research and development (R&D) investment of US\$1.2 billion. • Economic Value distributed: US\$13.2 billion distributed in supplier payments, employee wages and benefits, shareholder returns, government taxes and community contributions over the reporting period.
<p>Patient Focused Leader</p> <p>Enhance our industry position as a patient-focused and public health leader</p>	<ul style="list-style-type: none"> • Product safety and quality: 475 regulatory inspections of our manufacturing facilities and plasma collection centres with no critical findings that prevented release of commercial product, no suspensions or termination of licences to market any products in markets in which CSL is active. • New products to the market: In FY22, CSL achieved 21 product registrations or new indications across the globe. • Clinical trials in operation: 60 clinical trials in operation across all therapeutic areas



Sustainable Workforce - *It's the people behind our promise that makes us different.*

At CSL, our people are our greatest asset, driving our performance and delivering for our patients, donors and public health. Ensuring we have a sustainable workforce is critical to our sustainability strategy and performance over the long term.

Focus Area	Highlighted Initiatives															
<p>Engaging with our employees</p> <p>Raise awareness, visibility and engagement of sustainability across the end-to-end working experience for our employees.</p>	<ul style="list-style-type: none"> • Employee response to the company's sustainability efforts has been positive. According to the 2023 Employee Engagement Survey, 76.2% said they feel good about the ways CSL contributes to the community – consistent with the prior year. • Engagement score: This year's Engagement Index is 76.2%, down slightly from last year. • Embedding ESG in our Remuneration in Framework: In 2022/23, we introduced a global sustainability measure (environment) into our STI plan. The measure, with a 5% weighting, will be in addition to measures already included in the individual key performance indicators for Executive KMP and Executives. This measure, with appropriate 2023/24 milestones will be repeated in financial year 2024. 															
<p>Diversity, Equity, & inclusion</p> <p>Communicate to, and engage with employees through programs that maximise diversity, equity, and inclusion</p>	<ul style="list-style-type: none"> • Gender diversity: <table border="1" data-bbox="354 884 894 1129"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>All Employees</td> <td>59%</td> <td>41%</td> </tr> <tr> <td>People Manager</td> <td>45%</td> <td>55%</td> </tr> <tr> <td>Senior Executive</td> <td>32%</td> <td>68%</td> </tr> <tr> <td>Board</td> <td>44%</td> <td>56%</td> </tr> </tbody> </table> • We have set a People Manager target of 50% female representation and will continue to pursue this target and look to achieve it by 2025. For Senior Executives, we have set a target of 40% female representation by 2030 • Multi generational workforce: <p>All Employees</p>  <ul style="list-style-type: none"> ● Gen Y (1980-2000) 54% ● Gen X (1962-1979) 35% ● Gen Z (2001+) 6% ● Baby Boomers (1946-1961) 5% 		Female	Male	All Employees	59%	41%	People Manager	45%	55%	Senior Executive	32%	68%	Board	44%	56%
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<p>Employees opportunity to engage with our communities</p> <p>Ensure all CSL employees have access and opportunity to participate in community giving programs and volunteerism for local needs</p>	<ul style="list-style-type: none"> • Community giving programs and volunteering opportunities for employees: CSL currently has giving platforms in place in Australia and the US. • Matching employee donations: In February 2023, a catastrophic earthquake struck the border of Turkey and Syria, the deadliest to hit the region in more than two decades.. To support relief efforts, and in keeping with our promise to human health, CSL and employees together contributed A\$351,752 to humanitarian organisations. Of that amount, which includes employee receipt matching, more than A\$290,000 was donated to the Emergency Action Alliance in Australia – a coalition of 15 humanitarian relief charities. Further, CSL affiliates in the region undertook a critical product donation of 5,000 IUs of TETAGAM® (Tetanus immunoglobulin) to local authorities to support healthcare needs as extensive rebuilding efforts continue. 															