



GENDER PAY GAP **REPORT 2022**

CSL Seqirus



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In 2017, the U.K. government introduced legislation requiring U.K. companies with 250 or more employees to report their gender pay gap results on an annual basis.

We welcome the U.K. government's commitment to greater transparency in this important area.

This report is based on 2022 data from Seqirus Vaccines Ltd.

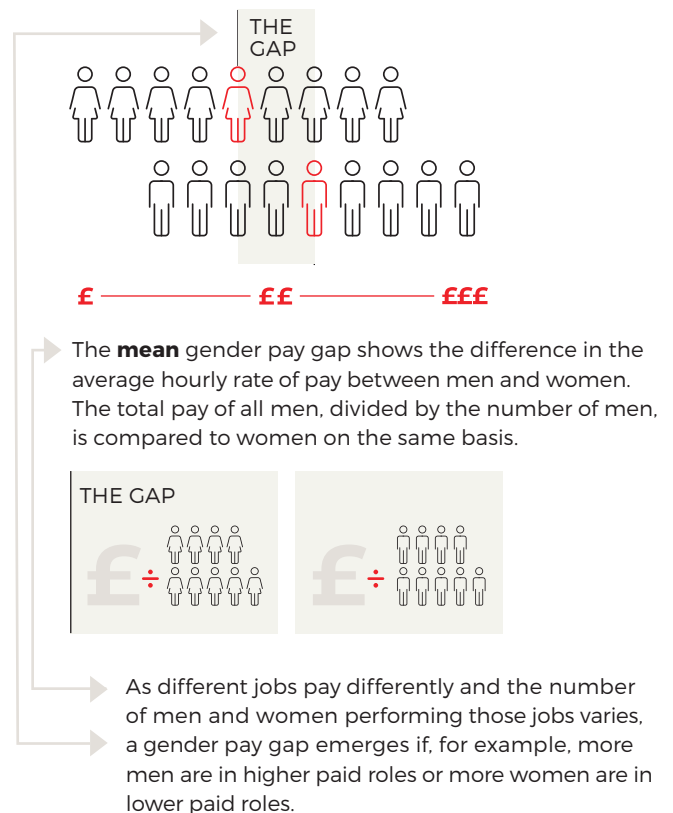


UNDERSTANDING GENDER PAY GAP

The U.K. Gender Pay Gap legislation, introduced in April 2017, requires reporting of data points covering:

- Mean and median average hourly earnings and bonus gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each quartile pay band

The **median** gender pay gap compares the middle hourly rate for men and the middle hourly rate of women expressed as a percentage.



IS GENDER PAY GAP THE SAME AS EQUAL PAY?

It is important to note that the gender pay gap is different from 'equal pay.'

A gender pay gap is the description given to the difference in average pay between all men and all women across a company, regardless of role or grade level.

Equal pay is about ensuring that men and women who have the same jobs get the same pay. It considers whether an individual is paid equivalently to other employees doing the same or equivalent work, regardless of gender. Unequal pay is unlawful.



How are pay quartiles calculated?

The quartiles analysis ranks men and women from the lowest to highest earners. This is then divided into four even groups to show the proportions of men and women in each of these four earnings groups.



HOW ARE PAY GAP AND BONUS GAP CALCULATED?

The pay gap is the measure of the difference between men's and women's hourly earnings in a company. The bonus gap is the difference in all incentive pay received by men and women. This includes all bonuses, long-term incentives and sales commission payments.

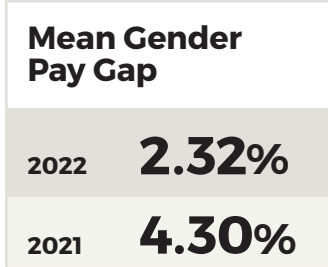
What's included in our calculations?

The gender pay gap for Seqirus Vaccines Ltd. has been calculated as the difference between the average hourly earnings (excluding overtime) of men and women as a proportion of the average hourly earnings (excluding overtime) of men's earnings. The bonus gap data includes productivity, performance, incentive and commission payments and employee recognition awards received in the 12 months up until 5 April.

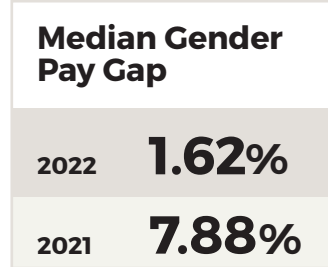
The pay gap calculation is based on the snapshot date of 5 April 2022. The bonus data is based on specific bonuses earned between 6 April 2021 to 5 April 2022.

OUR RESULTS DASHBOARD CALCULATIONS

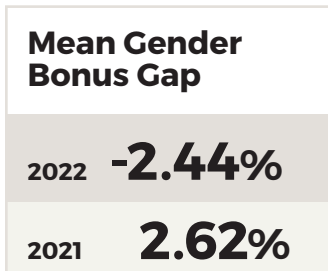
Calculation 1 Mean Pay



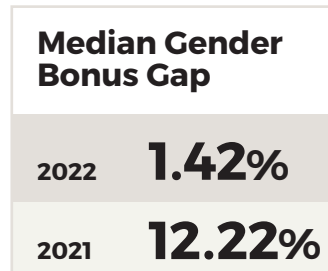
Calculation 2 Median Pay



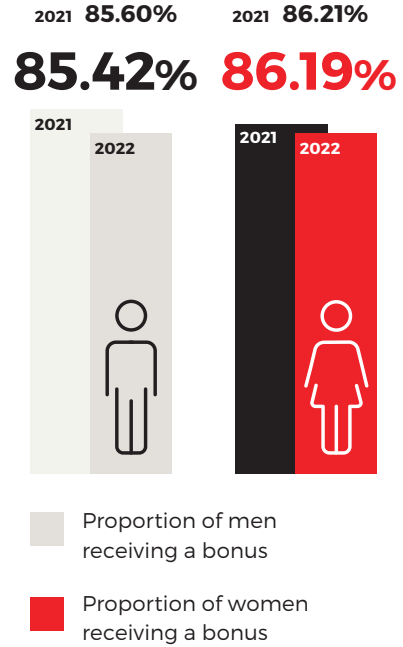
Calculation 3 Mean Bonus



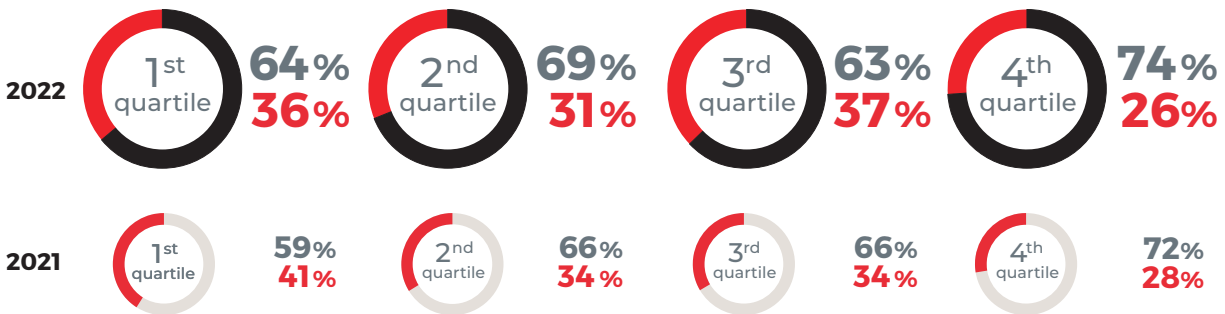
Calculation 4 Median Bonus



Calculation 6 Proportion



Calculation 5 Pay Quartiles



1st quartile is the lowest and 4th quartile is the highest (group of earnings)

OUR COMMITMENT



CSL Seqirus is part of the CSL family, a global biotechnology leader dedicated to discovering, developing and delivering innovative medicines and vaccines that save people's lives and improve human health.

We believe the diversity of our workforce is a strength and the unique perspectives, ideas, capabilities and experiences of all our people make us stronger and help fuel our innovation.

Having a diverse and inclusive culture helps us to better understand and connect with customers and other stakeholders, as well as engage with the communities where we live and work. It improves the quality of our decision-making and helps us to attract and retain the best and brightest talent.

We are committed to ensuring that CSL Seqirus reflects the world around us and increasing gender diversity across the organisation. I confirm that the data within this report is accurate at the snapshot date of 5 April 2022.

Diversity, equity and inclusion advance our efforts to protect public health.



Ken Lim
Interim General
Manager
CSL Seqirus