



UK GENDER PAY GAP REPORT 2023

CSL Seqirus

UK GENDER PAY GAP REPORT 2023

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

In 2023, CSL's business entities, Seqirus Vaccines Limited and Seqirus UK Limited, met this requirement.

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

The following report reflects 2023 data for Seqirus Vaccines Limited and Seqirus UK Limited.

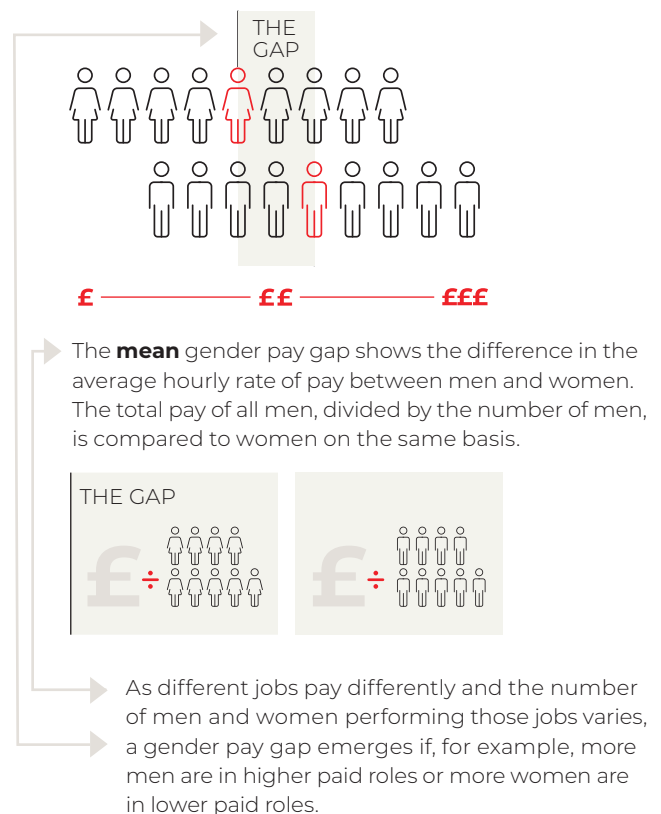


UNDERSTANDING GENDER PAY GAP

Introduced in April 2017, the UK Gender Pay Gap legislation requires reporting of data covering:

- Mean and median average hourly earnings and bonus gap (please refer to calculations 1, 2, 3 and 4 on pages 6 and 7)
- Proportion of males and females in each quartile pay band (please refer to calculation 5 on pages 6 and 7)
- Proportion of males and females receiving a bonus payment (please refer to calculation 6 on pages 6 and 7)

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



IS GENDER PAY GAP THE SAME AS EQUAL PAY?

Gender pay gap is different from equal pay.

Gender pay gap is the difference in average earnings between women and men in the workforce regardless of job or level. Reporting a positive pay gap means that, collectively, men are in higher paid roles than women collectively. Reporting a negative pay gap means that, collectively, women are in higher paid roles than men collectively. It is important to note that gender pay gap is not the same as equal pay.

The quartiles analysis (please refer to calculation 5 on pages 6 and 7) 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, with the first quartile being the lowest group and the fourth quartile being the highest group of earnings.



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 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 gaps for Seqirus Vaccines Limited and Seqirus UK Limited have 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 calculations are based on the snapshot date of 5 April 2023. The bonus data is based on specific bonuses earned between 6 April 2022 and 5 April 2023.

OUR RESULTS DASHBOARD

CALCULATIONS: Seqirus Vaccines Limited

Calculation 1 Mean Pay

Mean Gender Pay Gap	
2023	3.82%
2022	2.32%

Calculation 2 Median Pay

Median Gender Pay Gap	
2023	2.89%
2022	1.62%

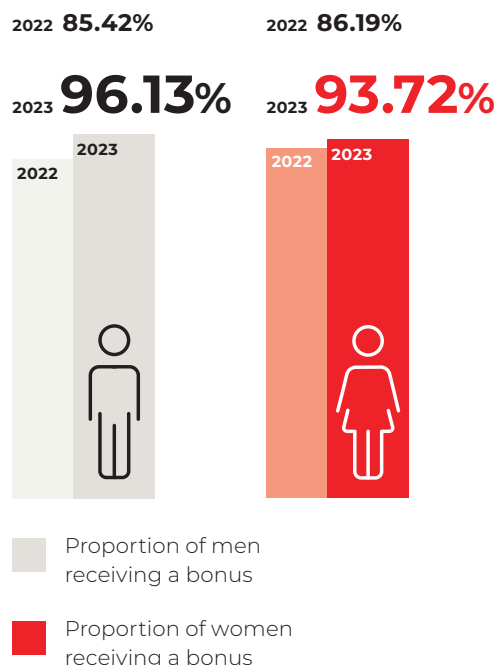
Calculation 3 Mean Bonus

Mean Gender Bonus Gap	
2023	-7.49%
2022	-2.44%

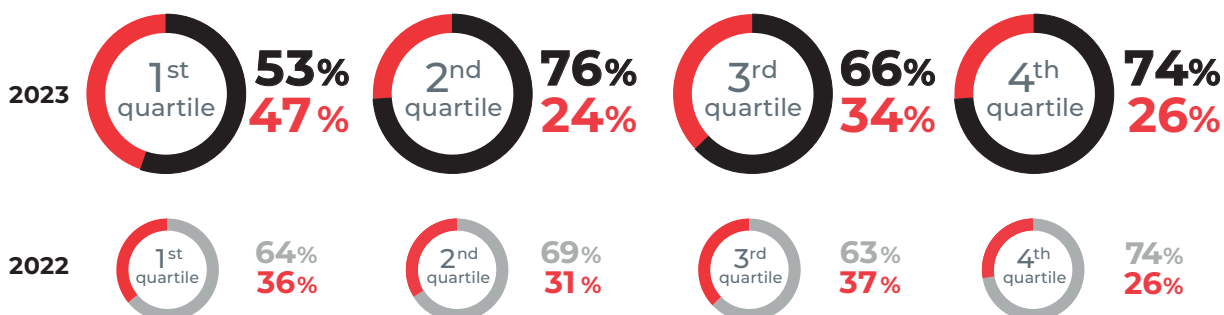
Calculation 4 Median Bonus

Median Gender Bonus Gap	
2023	4.90%
2022	1.42%

Calculation 6 Proportion



Calculation 5 Pay Quartiles

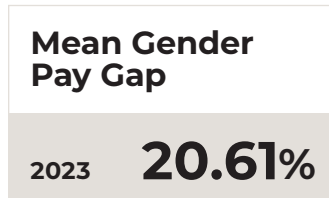


The quartiles are the female and male % split ranked lowest to highest earning. The 1st quartile is the lowest and 4th quartile is the highest (group of earnings).

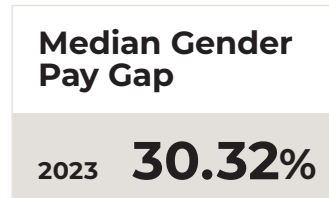
OUR RESULTS DASHBOARD

CALCULATIONS: Seqirus UK Limited

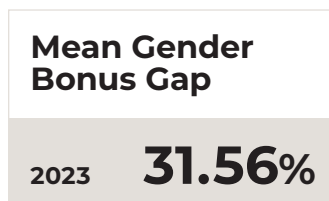
Calculation 1 Mean Pay



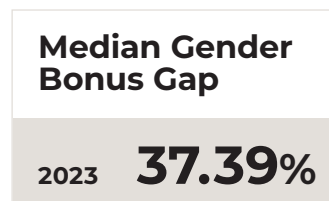
Calculation 2 Median Pay



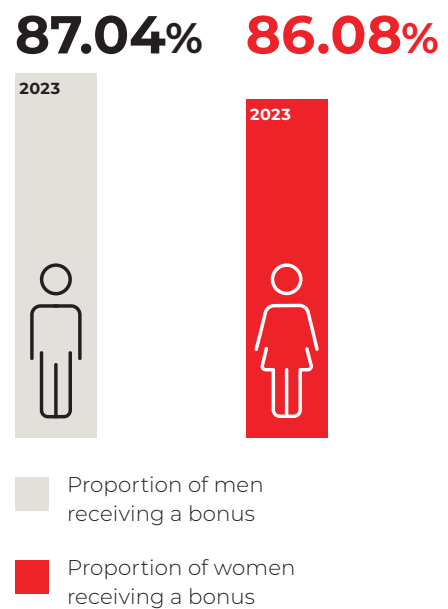
Calculation 3 Mean Bonus



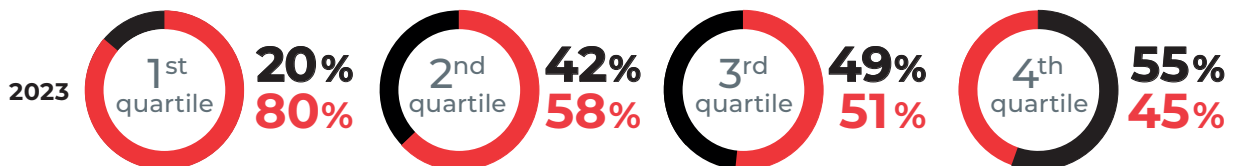
Calculation 4 Median Bonus



Calculation 6 Proportion



Calculation 5 Pay Quartiles



The quartiles are the female and male % split ranked lowest to highest earning. The 1st quartile is the lowest and 4th quartile is the highest (group of earnings).

OUR COMMITMENT



Derived from the expression ‘securing health for all of us,’ 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.

Public health protection is at the core of what we do, and our people are at the heart of that purpose. We want to be a true reflection of the world around us, and we believe that building a diverse workforce and fostering an inclusive culture help us better understand and connect with the communities we serve.

We’ve been reporting gender pay gap for Seqirus Vaccines Limited for several years given the number of employees working for the business. This is the first year we are reporting on gender pay gap for Seqirus UK Limited, as more than 250 colleagues are now employed by that part of the business. We confirm that the data within this report is accurate at the snapshot date of 5 April 2023.

The gender pay gap for Seqirus UK Limited is higher than the gender pay gap for Seqirus Vaccines Limited. Analysis of the drivers contributing to the gender pay gap for Seqirus UK Limited indicates that a significantly higher proportion of female employees hold lower-level roles compared to their male counterparts.

We will continue to focus on balancing gender representation across all levels of our organisation and improving the attractiveness of roles, including those within the administrative and shared service functions, among all gender identifications.

We remain committed to increasing gender diversity and ensuring fair and equitable pay at all levels across our organisation. Celebrating our differences and the unique perspectives, ideas, capabilities and experiences of all our people makes us stronger as an organisation and helps fuel our innovation now and in the future.



Stephen Marlow
SVP & General Manager
CSL Seqirus



Roanne Parry
EVP & Chief Human
Resources Officer, CSL