

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

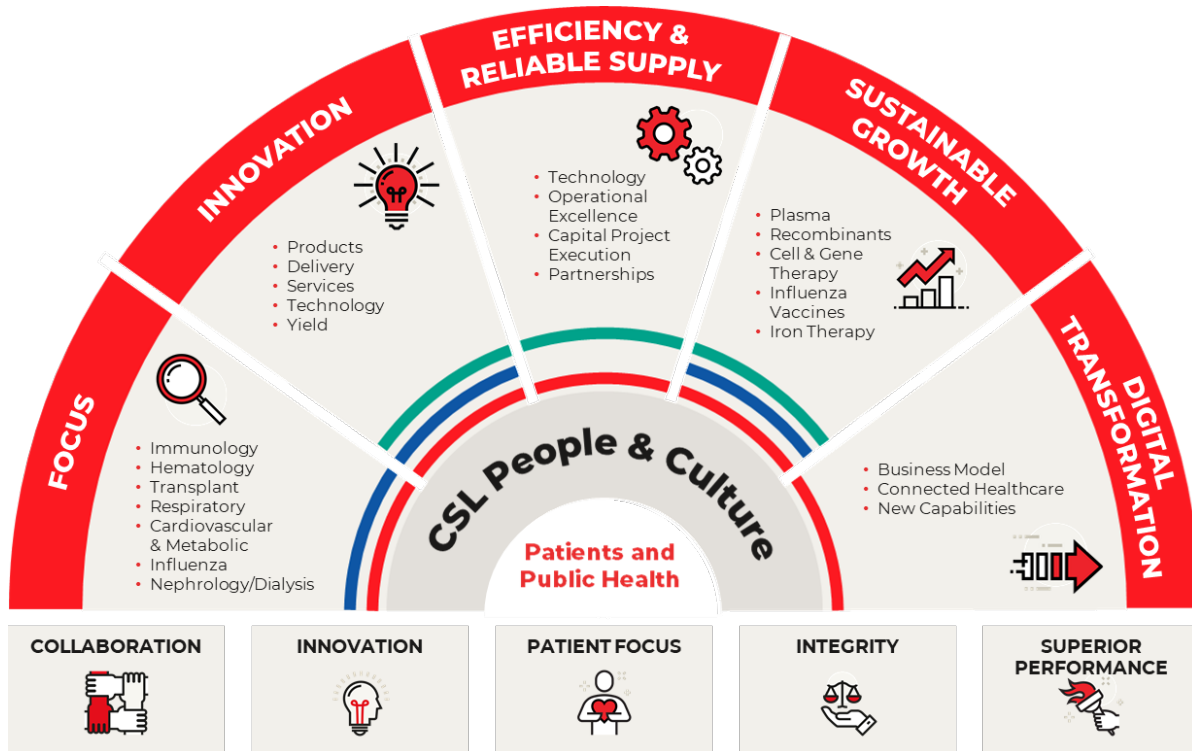


• Social



• 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. • Optimised Ethanol Recycling: CSL's Bern, Switzerland, site utilises ethanol in production steps, for cleaning, disinfecting equipment, work tools and rooms. Post use, ethanol is purified by distillation and reused. This reprocessing requires five times less energy than industrial ethanol production and the proportion of internally recycled ethanol is 77%, reducing the amount of ethanol purchased and transported to CSL. In 2021, a distillation plant was optimised to process the same amount of ethanol with less natural gas use.
<p>Reduce Carbon Emissions</p>	<ul style="list-style-type: none"> • Carbon Emissions for FY22: Compared with the prior year, modest increases were experienced across energy consumption, greenhouse gas emissions and water consumption. These increases are largely due to fluctuating manufacturing volumes and commissioning activities across new infrastructure. • 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 30%. Scope 2 emission are from purchased electricity. Sites in Switzerland and the UK currently purchase electricity from renewable sources. Scope 2 GHG emissions contribute to 70% 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 the following abatement levers will be implemented during FY23 and beyond: increased energy efficiency, a push towards more renewable power, switching fuels to less carbon intensive energy sources and re-designing some of our manufacturing sites.
<p>Waste</p> <p>Minimise end to end production of waste through removal, reduction & recycling</p>	<ul style="list-style-type: none"> • The new Rika Plasma Donation System, will minimise end-to-end production of waste through removal, reduction and recycling. There will be less biohazard waste as the disposables used on the Rika device have a smaller footprint, and we will see less cardboard waste as less packaging material is required for the Rika separation set, which are components involved to separate blood cells from plasma. With millions of plasma donations collected each year and a growing footprint of operations, these represent a significant reduction of biowaste. Further analysis will be undertaken as we begin rollout of devices across the CSL Plasma centre network in the US.
<p>Supply Chain</p> <p>Increase efficiency and reduce carbon emissions / waste throughout our supply chain</p>	<ul style="list-style-type: none"> • Joined the Pharmaceutical Supply Chain Initiative in Feb 2021 which promotes responsible practices that improve social, health, safety and environmentally sustainable outcomes for supply chains. • 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.



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: 95% 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 has conducted various controlled studies in the period for improving overall donor health, including strategies to reduce donor adverse events (AE's), and analysing causes for donor deferrals (when onsite screening renders donors unable to undertake a plasma donation).
<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 2021/22, CSL's investment for humanitarian access programs and product support initiatives across the world totalled US\$17.8 million. • 135 million influenza vaccine doses distributed by CSL Seqirus. • Making a significant impact for patients with haemophilia: In May 2022, CSL Behring announced a ground-breaking new partnership with the World Federation of Hemophilia (WFH). Commencing in 2023, CSL Behring will donate 500 million international units (IUs) of coagulation factor therapy to the WFH as part of its continued support of the WFH Humanitarian Aid Program. The donation, which includes product specifically manufactured for the purposes of being donated, will create consistent and reliable access to treatment for people living with bleeding disorders in more than 60 developing countries. • CSL has also been a longstanding contributor to WFH's Global Alliance for Progress (GAP) Program. Annually donating coagulation factor to GAP supported patients in 38 countries • Community Support: US\$50 million in global community investment across our strategic areas of support. • Innovation: Research and development (R&D) investment of US\$1.16 billion. • Economic Value distributed: US\$9.9 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: 406 regulatory inspections of our manufacturing facilities and plasma collection centres with no suspensions or terminations of a licence to market a product in any market in which CSL is active. 678 quality audits of our suppliers • New products to the market: In FY22, CSL achieved 24 product registrations or new indications across the globe.



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.

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<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 2022 Employee Engagement Survey, 78.2% said they feel good about the ways CSL contributes to the community – up 2.5 points from last year. • Engagement score: This year's Engagement Index is 77.9%, up 4.2 points from last year's survey • Embedding ESG in our Remuneration in Framework: Effective 1 July 2022, we will introduce a global sustainability measure into our STI plan. In 2023 the measure will include milestones that: Establish a robust program governance process; Undertake global initiatives that reduce CO2 emissions; Incorporate sustainable design in our new facilities: and Engage with our supply partners to achieve a low emission supply chain. 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. 																																			
<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="386 961 927 1171"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>All Employees</td> <td>61%</td> <td>39%</td> </tr> <tr> <td>People Manager</td> <td>46%</td> <td>54%</td> </tr> <tr> <td>Senior Executive</td> <td>31%</td> <td>69%</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:  <table border="1" data-bbox="363 1373 946 1560"> <thead> <tr> <th>Group</th> <th>Baby Boomers</th> <th>Gen X</th> <th>Gen Y</th> <th>Gen Z</th> </tr> </thead> <tbody> <tr> <td>All Employees</td> <td>56%</td> <td>33%</td> <td>6%</td> <td>5%</td> </tr> <tr> <td>Senior Executives</td> <td>78%</td> <td>12%</td> <td>10%</td> <td>0%</td> </tr> <tr> <td>People Managers</td> <td>43%</td> <td>51%</td> <td>6%</td> <td>0%</td> </tr> </tbody> </table> 		Female	Male	All Employees	61%	39%	People Manager	46%	54%	Senior Executive	31%	69%	Board	44%	56%	Group	Baby Boomers	Gen X	Gen Y	Gen Z	All Employees	56%	33%	6%	5%	Senior Executives	78%	12%	10%	0%	People Managers	43%	51%	6%	0%
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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 and we are scoping expansions into other regions so we can increase coverage to a majority of the workforce worldwide. • Matching employee donations: CSL and its employees are saddened by the violence and devastating toll caused by the war in Ukraine and have joined the statements and various initiatives to support the people and patients affected by the war. One of the many initiatives included CSL matching employee donations and a CSL Plasma donor campaign, raising a combined US\$249,154 for several charitable organisations providing on-ground emergency relief for war-affected communities and in surrounding countries. 																																			