



UK GENDER PAY GAP REPORT 2025

CSL Seqirus

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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 2025, 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 2025 data for Seqirus Vaccines Limited and Seqirus UK Limited.

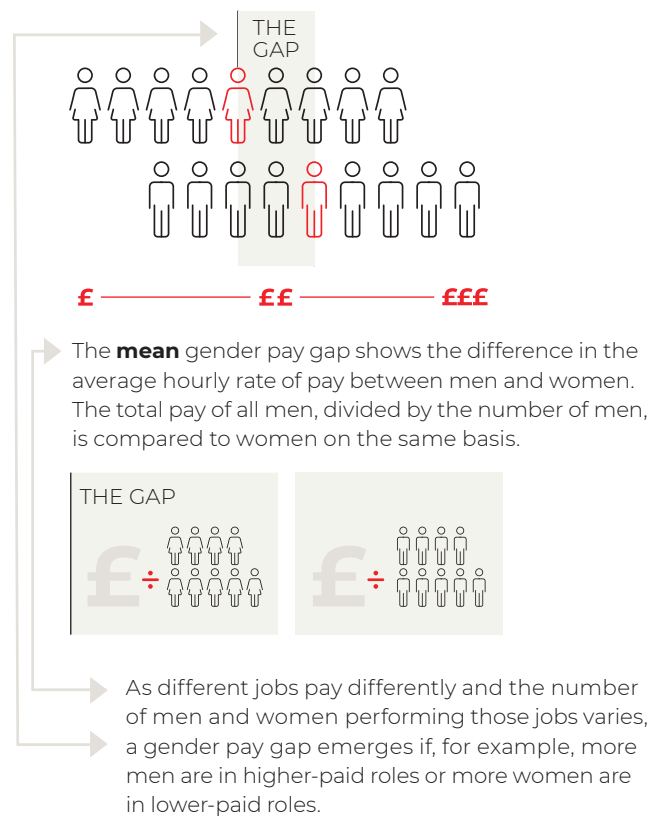


UNDERSTANDING GENDER PAY GAP

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 2025. The bonus data is based on specific bonuses earned between 6 April 2024 and 5 April 2025.

OUR RESULTS DASHBOARD

CALCULATIONS: Seqirus Vaccines Limited

Calculation 1 Mean Pay

Mean Gender Pay Gap	
2025	2.26%
2024	2.93%

Calculation 2 Median Pay

Median Gender Pay Gap	
2025	2.26%
2024	2.87%

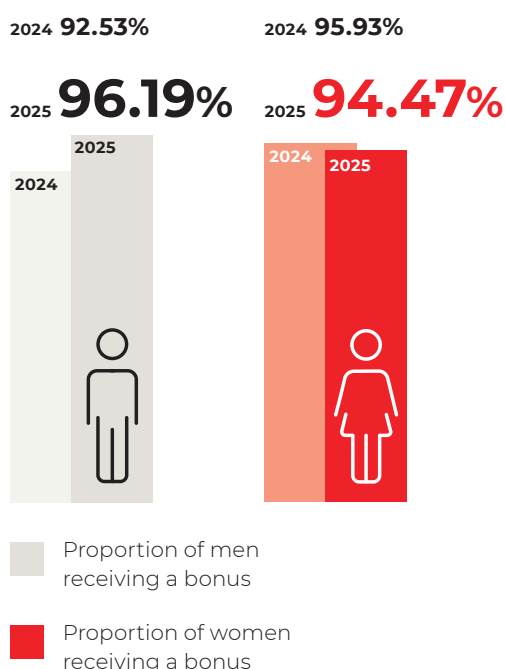
Calculation 3 Mean Bonus

Mean Gender Bonus Gap	
2025	-24.91%
2024	-20.73%

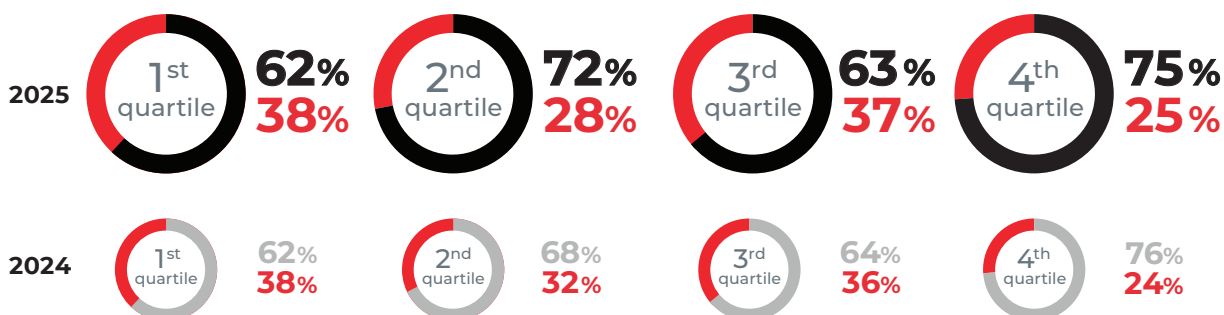
Calculation 4 Median Bonus

Median Gender Bonus Gap	
2025	-35.04%
2024	-29.69%

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

Mean Gender Pay Gap	
2025	17.84%
2024	18.88%

Calculation 2 Median Pay

Median Gender Pay Gap	
2025	36.07%
2024	33.66%

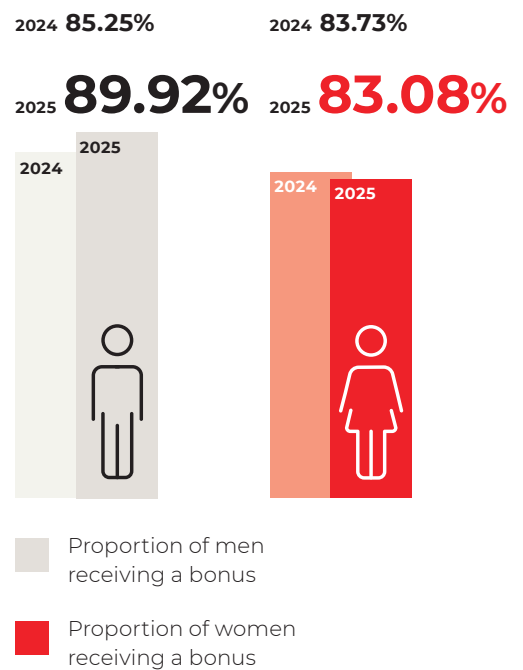
Calculation 3 Mean Bonus

Mean Gender Bonus Gap	
2025	22.59%
2024	26.57%

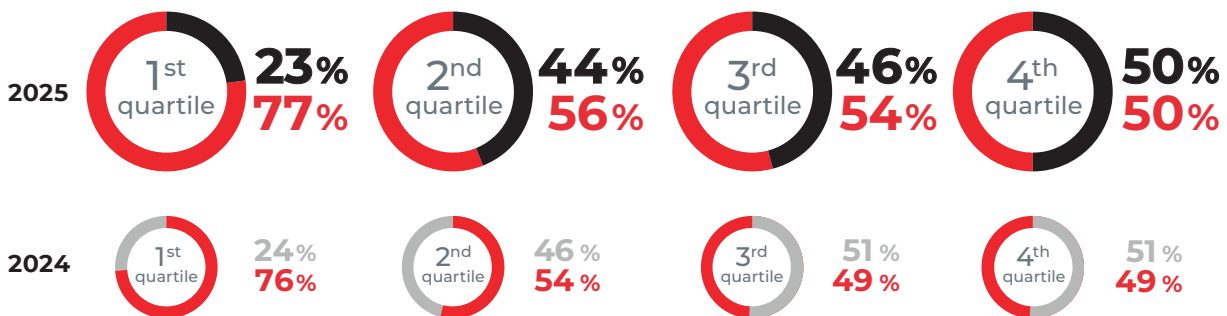
Calculation 4 Median Bonus

Median Gender Bonus Gap	
2025	32.39%
2024	42.52%

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



CSL Seqirus has public health protection at our core; in fact, our name is derived from the expression ‘securing health for all of us’. CSL Seqirus operates as part of the CSL group—a global leader in biotechnology focused on discovering, developing, and delivering innovative medicines and vaccines that save lives and enhance human health.

Our commitment to public health is central to our work, and our employees are the driving force behind this purpose. We strive to mirror the diversity of our global community, knowing that a wide variety of viewpoints and ideas help create an inclusive environment, which ultimately helps us better connect with and serve those around us.

At Seqirus U.K. Limited, the gender pay gap is greater than that observed at Seqirus Vaccines Limited. Our analysis shows that this gap is largely due to a higher percentage of women holding lower-level positions compared to men.

We remain dedicated to improving gender balance at every organisational level and to making all roles—including administrative and shared services—more appealing to individuals of all gender identities.

The negative gender bonus gap at Seqirus Vaccines Limited indicates that, on average, women received higher bonuses than men. The calculation for the gender bonus gap includes several factors, such as the annual short-term incentive bonus. In this cycle, more men opted to allocate their full short-term incentive bonus to their pension, which removes those amounts from the figures reported.

We are steadfast in our efforts to enhance gender diversity and to value the unique experiences, perspectives, and talents of every team member. This diversity strengthens our organisation and drives ongoing innovation.

We affirm that the data presented in this report is accurate as of the snapshot date, 5 April 2025.



Dave Ross
SVP & General Manager
CSL Seqirus



Judi Badenoch
VP HR
CSL Seqirus