

Sustainability at CSL

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 a healthier world. Our vision is a sustainable future for our employees, communities, patients and donors, inspired by innovative science and a values-driven culture. Our sustainability efforts aim to complement and support achievement of CSL’s long-term strategy, establishing a foundation for shared value creation and enduring success through 2030 and beyond. CSL continues to evolve our sustainability strategy.

We have identified focus areas where CSL can have the most positive impact. These focus areas include existing environmental targets as well as new initial goals for other focus areas that seek to enable healthier communities and environments.

We have also identified broader shared outcomes, otherwise known as cross-cutting themes, that can be realised across a number of our focus areas. 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. Our Sustainability Strategy supports delivery of our 2030 plan.

Sustainability Strategy Focus Areas



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.

***This Sustainability Fact sheet is a summary of the Sustainability highlights during the FY24 period, for further details refer to the [FY24 CSL Annual Report](#)**



Promising Futures - *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>Talent and culture</p> <p>Attract, develop, engage, and retain top talent with a diversity of identities, cultures, backgrounds, skills and lived experiences. through robust talent pipelines, personalised development journeys, and an embedded culture of inclusion where all backgrounds and perspectives belong, develop and thrive.</p>	<ul style="list-style-type: none"> Gender composition: <table border="1" data-bbox="365 483 906 693"> <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 Managers</td> <td>46%</td> <td>54%</td> </tr> <tr> <td>Senior Executives</td> <td>34%</td> <td>66%</td> </tr> <tr> <td>Board</td> <td>56%</td> <td>44%</td> </tr> </tbody> </table> <p>CSL has updated its approach to stated representation goals to recognise and respect the option that employees can disclose as nonbinary, or not disclose their gender. Accordingly, CSL's updated gender goals are:</p> <ul style="list-style-type: none"> People Manager (by FY25): minimum 45% women/minimum 45% men/10% either women, men, nonbinary or prefer not to disclose gender and Senior Executive (by FY30): minimum 40% women/minimum 40% men/20% either women, men, nonbinary or prefer not to disclose gender Multi generational workforce: <div data-bbox="365 1039 1015 1312"> <table border="1"> <caption>All Employees*</caption> <thead> <tr> <th>Generation</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Generation Y (Millennials)</td> <td>55%</td> </tr> <tr> <td>Generation X</td> <td>33%</td> </tr> <tr> <td>Generation Z</td> <td>8%</td> </tr> <tr> <td>Baby Boomer</td> <td>4%</td> </tr> </tbody> </table> </div> Engagement score: This year's Engagement Index is 74.8%, down slightly from last year. CSL's Disability Profile: CSL continues to focus on disability inclusion worldwide and, while the Company expands its disability status metrics in various geographies, it continues reporting its progress in the United States and Germany <div data-bbox="365 1533 933 1680"> <table border="1"> <thead> <tr> <th>Country</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>United States</td> <td>11%</td> </tr> <tr> <td>Germany</td> <td>6%</td> </tr> </tbody> </table> </div> <p>* Data as at 30 June 2024 and includes all salaried employees globally where birthday is recorded (99.5% of population)</p>		Female	Male	All Employees	59%	41%	People Managers	46%	54%	Senior Executives	34%	66%	Board	56%	44%	Generation	Percentage	Generation Y (Millennials)	55%	Generation X	33%	Generation Z	8%	Baby Boomer	4%	Country	Percentage	United States	11%	Germany	6%
	Female	Male																														
All Employees	59%	41%																														
People Managers	46%	54%																														
Senior Executives	34%	66%																														
Board	56%	44%																														
Generation	Percentage																															
Generation Y (Millennials)	55%																															
Generation X	33%																															
Generation Z	8%																															
Baby Boomer	4%																															
Country	Percentage																															
United States	11%																															
Germany	6%																															
<p>Supplier</p> <p>Partner with suppliers/third parties who share CSL's commitment to social and environmental responsibility</p>	<ul style="list-style-type: none"> Collaborating with suppliers on inclusion and belonging: CSL is seeking to drive diversity, equity and inclusion across its value chain by promoting inclusion and belonging among key suppliers, setting higher supplier diversity targets and providing support for diverse suppliers. CSL aims to achieve its goals in this area by 2030, by intending that 50% of our supply base (by spend) to have publicly available inclusion and belonging policies that promote respect and diversity of thought or provide diverse teams for CSL's accounts in line with CSL's diversity agenda. Additional goals are being established, and we expect to disclose them in the coming years. 																															



2024 Sustainability Fact Sheet



Healthier Communities - *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, iron therapies, plasma and other protein-based therapies.

Focus Area	Highlighted Initiatives
<p>Donor experience</p> <p>Create best-in-class donor experience in partnership with donors and communities by continuously innovating the donation process, supporting donors' holistic well-being, and investing in the health equity of donor communities</p>	<ul style="list-style-type: none"> • improving donor experience through Individualised Nomograms: A notable initiative in the donor experience is the Rika Plasma Donation System™'s Individualised Nomogram, iNomi™, which will allow plasma donors to donate the right amount of plasma based on weight, height and haematocrit, while maintaining the same collection time. CSL Plasma's collaboration with Terumo Blood and Cell Technologies grants CSL exclusive rights to this technology, supporting its commitment to improving the donor experience. • 94% of plasma donors are willing to donate again and 90% of plasma donors are willing to refer a friend to donate plasma at their CSL Plasma centre. (Based on self-reported survey data administered through the CSL Plasma mobile app.) • Donor experience commitment: CSL's initial goal for 2030 is to initiate new programs to promote health awareness resources, ensuring that at least 30% of donors gain access. Furthermore, CSL intends to increase donor satisfaction survey results, utilising a new customer satisfaction methodology to be implemented and baselined in FY25.
<p>Patient experience</p> <p>Elevate the patient experience in drug development by embedding patient insights and lived experience through patient-informed clinical development programs and formalising diversity plans to include representative populations.</p>	<ul style="list-style-type: none"> • New products to the market: In FY24, CSL achieved 87 product registrations or new indications in 28 countries. • Clinical trials in operation: 60 clinical trials in operation across all therapeutic areas • Innovation: Research and development (R&D) investment of US\$1.4 billion. • Patient experience commitment: CSL's Goals for 2030 are to ensure all of CSL's therapeutic product development programs are informed by patient insights and to ensure Phase III clinical trials incorporate diversity that is representative of the target indicated population.
<p>Access and affordability</p> <p>Advance equitable access to our medicines and vaccines by designing programs around vulnerable populations and expanding strategic donations.</p>	<ul style="list-style-type: none"> • Access to products and therapies: In 2023/24, CSL's investment for humanitarian access programs and product support initiatives across the world totalled US\$15.7 million. • Driving positive outcomes for people with bleeding disorders in developing countries: CSL has continued its product access program in partnership with the World Federation of Haemophilia (WFH), which began in 2009. In 2022, CSL committed 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. CSL's donation so far has helped treat over 12,000 acute bleeds, with more than 5,500 people with bleeding disorders (PWBD) treated and over 1,600 PWBD receiving ongoing prophylaxis therapy to prevent bleeds. Supporting 18 developing countries as prioritised by the WHO and with the capabilities and resources available to provide continued prophylaxis treatments and major surgeries. Data is based on calendar year and reflects CSL's first full year of the five-year commitment. • Community Support: US\$45.3 million in global community investment contributed in 2023/2024 across our strategic areas of support. • Access and affordability commitment: Through extension of existing WFH partnership, by 2030, CSL aims to enable 2,100 people with bleeding disorders to access prophylaxis therapy across 25 capable low and middle income countries



Healthier 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>Energy</p> <p>Undertake initiatives that reduce emissions internally and across our supply chain</p>	<ul style="list-style-type: none"> <p>Carbon Emissions for FY24: CSL is committed to reducing emissions created directly by its operations by improving the energy efficiency of our facilities, investing in renewable electricity and ensuring new facilities are designed and built with sustainability in mind. CSL is excited to see the initial impact resulting from the hard work and efforts put into executing these activities, since our target was set. For example, transitioning our Australian manufacturing sites to renewable electricity from January 2025. Even with the expansion of some of our existing facilities and the return to pre-COVID levels of production for most products, our total Scope 1 and 2 GHG emissions have remained relatively stable. CSL's Scope 1 emissions increased slightly due to a change in methodology for refrigerants, where more accurate data was now available Whereas Scope 2 emissions decreased driven by increased renewable electricity use across the CSL enterprise.</p> <table border="1" data-bbox="373 798 1542 924"> <thead> <tr> <th></th> <th>23-24 (Apr-Mar)</th> <th>22-23 (Apr-Mar)</th> </tr> </thead> <tbody> <tr> <td>Total Scope 1 and 2 GHG emissions (Metric kilotonnes CO₂-e)</td> <td>351</td> <td>336</td> </tr> </tbody> </table> <p>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. Intend for suppliers accounting for 67% of Scope 3 emissions to set Scope 1 & 2 SBTi-aligned targets</p> <p>Scope 3 supplier emissions: CSL has actively engaged with 71.3% of suppliers by emissions to set SBTi aligned targets, 51.7% of CSL's suppliers by emissions, (based on the suppliers proportion of CSL's total FY23 Scope 3 emissions) have self-reported to have Scope 1 and 2 SBTi aligned targets.</p> 		23-24 (Apr-Mar)	22-23 (Apr-Mar)	Total Scope 1 and 2 GHG emissions (Metric kilotonnes CO₂-e)	351	336
	23-24 (Apr-Mar)	22-23 (Apr-Mar)					
Total Scope 1 and 2 GHG emissions (Metric kilotonnes CO₂-e)	351	336					
<p>Waste</p> <p>Divert waste from landfill through reducing, reusing, recycling and composting</p>	<ul style="list-style-type: none"> <p>CSL's total waste generated increased compared to last year, primarily related to the return of pre-COVID levels of plasma collection volumes and increased production at our manufacturing facilities.</p> <table border="1" data-bbox="373 1344 1542 1470"> <thead> <tr> <th></th> <th>23-24 (Apr-Mar)</th> <th>22-23 (Apr-Mar)</th> </tr> </thead> <tbody> <tr> <td>Total waste (Metric kilotonnes)</td> <td>93.64</td> <td>72.00</td> </tr> </tbody> </table> <p>Target set for 2030 – CSL's waste reduction target aims to serve as a tangible and transparent roadmap towards reducing our impact. By 2030, CSL aims to: Divert more than 90% of manufacturing waste from landfill (i.e, 'Zero Waste' at all manufacturing sites, reduce percentage of waste to landfill year on year for its plasma collection centres, and minimise percentage of waste incinerated (if site is already zero waste).</p> 		23-24 (Apr-Mar)	22-23 (Apr-Mar)	Total waste (Metric kilotonnes)	93.64	72.00
	23-24 (Apr-Mar)	22-23 (Apr-Mar)					
Total waste (Metric kilotonnes)	93.64	72.00					
<p>Water</p> <p>Identify, prioritise and implement water reduction initiatives</p>	<ul style="list-style-type: none"> <p>CSL's water consumption increased slightly during the period, compared to last year, primarily related to increased production at our manufacturing facilities.</p> <table border="1" data-bbox="373 1743 1542 1869"> <thead> <tr> <th></th> <th>23-24 (Apr-Mar)</th> <th>22-23 (Apr-Mar)</th> </tr> </thead> <tbody> <tr> <td>Water consumption (Gigalitres)</td> <td>5.34</td> <td>4.86</td> </tr> </tbody> </table> <p>Target set for 2030 - CSL has set a target to achieve zero percent absolute growth in water use, against FY2021 baseline, at three priority manufacturing sites, Kankakee, Broadmeadows and Tullamarine, which are located in regions forecast to be water stressed by 2030.</p> 		23-24 (Apr-Mar)	22-23 (Apr-Mar)	Water consumption (Gigalitres)	5.34	4.86
	23-24 (Apr-Mar)	22-23 (Apr-Mar)					
Water consumption (Gigalitres)	5.34	4.86					

Governance

Our Values and Purpose guide us in creating sustainable value for all our stakeholders

As a company driven by its promise, CSL is committed to maintaining the highest standards of corporate governance across our entire business. Our approach to proper oversight and sound corporate governance goes well beyond meeting our compliance obligations. We believe that our governance framework empowers our high-performing and respectful culture while underpinning CSL's Values of Patient Focus, Innovation, Integrity, Collaboration and Superior Performance.

Through sound governance practices and principled leadership, CSL is able to realise its vision of a sustainable future for our employees, communities, patients and donors, inspired by innovative science and a values-driven culture.

Sustainability is governed by **CSL's Executive Sustainability Committee**. The Committee facilitates the development of our sustainability targets and drives awareness, integration and continuous improvement throughout the Company. **The Committee reports to the CEO/ Managing Director and is further supported by the Board's committees.**

Material Topics

Driven by our strategic framework, performance across our sustainability focus areas supports the execution of our 2030 Strategy and our sustainability vision for a healthier world. Our sustainability strategy focus areas are further guided by our material topics, which inform continuous improvement across our operations and transparency in areas that matter most to our key stakeholders.

CSL's Executive Sustainability Committee (ESC) has overall responsibility for the materiality process and executes a global materiality assessment on a biennial basis. In 2024, we concluded our sixth assessment and followed the Global Reporting Initiative (GRI 3) Material Topics 2021 by understanding organisational context, identifying actual and potential negative and positive impacts, assessing the significance of impacts and prioritising the most significant impacts for reporting.

Prioritised material topics:

Healthier Communities

- Affordability and access to health
- Product quality and safety
- Plasma donations
- Product innovation and research
- Clinical trial practices
- Employee health, safety and wellbeing
- Employee development and retention

Healthier Environment

- Environmental management
- Climate, carbon and energy efficiency
- Ecosystem and biodiversity
- Circularity, waste and resource management

Governance

- Business ethics, integrity and compliance
- Data protection and cybersecurity

Embedding Sustainability into our Remuneration Framework:

Over the past 12 months, CSL has matured its sustainability program, specifically on the achievement of environmental ambitions and targets, extended its strategy to ambitions and focus areas in Healthier Communities and Promising Futures, and listened to feedback from investors. Accordingly, the sustainability objective in CSL's Short Term Incentive (STI) program will be expanded to cover Healthier Communities and Promising Futures measures in addition to Environment. We will also reduce the number of measures to incentivise executives to focus on a smaller number of outcomes that will have a meaningful impact on CSL's 2030 sustainability strategy. The overall weighting remains at 5%.