

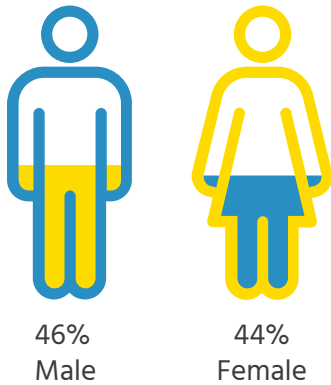
OUR GENDER PAY REPORT 2021

We are passionate about fairness, equality and inclusion and are committed to reducing our Gender Pay Gap.

OUR PROGRESS AND RESULTS

- CDSL remains committed to ensuring gender balance and equality throughout all areas of the business. We have identified ways to get closer to these goals by reviewing flexible working policies and working from initiatives.
- CDSL has seen a drastic reduction in the quartile 1 pay gap, with the 2020 figure going from 17% down to just 1.7% highlighting our continued commitment improving gender pay equality.
- We have also seen a change in the quartile 1 demographic with females now accounting for 59.9% a considerable increase compared to 35% in the previous year.
- There has also been significant progress made in regards to the average bonus payments received by gender. We have seen the pay gap in this area decrease from 19% down to 6.17%.
- There has been a reduction in quartile 3 female employees. We have identified

PROPORTION OF COLLEAGUES AWARDED A BONUS FOR 2021

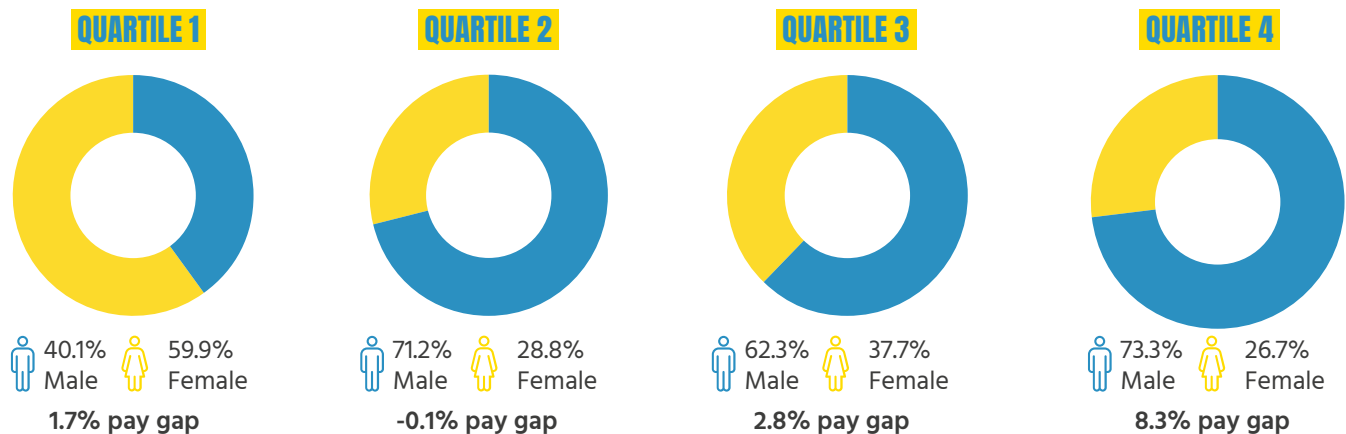


PAY & BONUS GAP

Difference between men and women

| | MEAN | MEDIAN |
|------------------|--------|---------|
| Hourly fixed pay | 15.52% | 10.51% |
| Bonus paid | 6.17% | -46.77% |

PAY QUARTILES



As a company we recognise that although some progress has been made there is still work to be done to ensure true gender equality is achieved. We will continue to work effortlessly in ensuring that employees are paid equally for the same role regardless of gender. We will also continue our work in ensuring that more women occupy senior roles within the business. We have made steps to improve this with the appointment of a woman to the board of directors. CDSL will continue with its goal to create a more inclusive work place for all.

Andrew Sharp
CEO