### Pay

| Base Salary                        | • Paid twice-monthly  
|                                  | • Reviewed annually by manager |
| Bonus/Incentive Compensation     | • Varies by grade and business unit |
| Recognition                      | • Monetary or non-monetary awards, in recognition of exceptional contributions to GSK’s success |

### Shares and Savings

#### Long-Term Incentives (if eligible)

- Annual award of GSK shares that become the participant’s after three years, subject to eligibility requirements
- Target award levels based on grade; the Remuneration Committee approves the award levels at the time of the grant
- Delivered as American Depositary Shares (ADSs)
- Pro-rated for new hires / newly eligible employees based on the month hired or newly eligible
- Pro-rated for part-time (based on FTE)
- Individuals nominated for the Ahead Together award will receive an additional SVP award

#### Share Value Plan (Grades 1-6 only)

Note: US Sales Grades 7, 8 and 9 are covered under the Field Sales Incentive Share Award.

#### GSK 401(k) Plan

- Immediately eligible to receive a 7% GSK Core Contribution regardless of whether you choose to contribute to the 401(k)
- Contribute up to 50% of eligible pay up to the IRS limits (pre-tax and/or Roth 401(k) after tax)
- Receive up to a 4% GSK Match on your combined pre-tax and Roth 401(k) savings. Contribute at least 4% for a total GSK contribution of 11% added to your savings
- Choose to invest your contributions, the GSK Core Contribution and GSK Match into a broad range of diversified investment options.

### Financial Education

- Financial Health - online financial wellbeing resources including self-assessment, calculators, videos, and articles to help you reach your financial goals
- Online Advice from Alight Financial Advisors LLC, powered by Financial Engines – advice on investment strategy & retirement income
- Professional Management from Alight Financial Advisors LLC, powered by Financial Engines. You may hire them to manage your 401(k) investments. There is a fee for this service
- Ernst & Young Financial Planner Line – telephone access to financial planners for any financial topic, at no cost to you
- Ernst & Young Financial Planner website – resource for financial topics, webinars and an e-newsletter
### Health and Life

| Medical (includes prescription drug coverage) | • Choice of GSK PPO Plan or GSK High Deductible Health Plan (HDHP), with choice of Aetna or UnitedHealthcare (UHC) networks. HDHP participants may also participate in a Health Savings Account (HSA) with a company contribution, if eligible.  
• Prescription drug coverage administered by CVS Caremark, generally with a 10% coinsurance (subject to minimums and maximums). GSK prescription drugs covered at 100%; for HDHP participants, GSK drugs are covered at 100% after deductible. Active employees who waive medical coverage are eligible for GSK prescription drugs paid at 100%, dependents of employees who waive medical coverage are not eligible. |
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Dental</td>
<td>• Choice of GSK Dental or GSK Preventive Dental Care, administered by MetLife Dental</td>
</tr>
<tr>
<td>Vision (coverage for glasses and contacts)</td>
<td>• Option to purchase GSK Vision Plan. Employees who waive vision coverage are eligible for the GSK Discount Vision Program at no cost. Provided by EyeMed Vision Care</td>
</tr>
</tbody>
</table>
| Life Insurance:  
• Basic  
• Supplemental  
• Spouse/Domestic Partner  
• Child | • Company-paid basic life insurance of 1.5 times annual base salary  
• Option to purchase supplemental employee life insurance up to 6 times annual base salary  
• Option to purchase $10,000, $25,000, $50,000, $100,000 or $150,000 of life insurance coverage for a spouse/domestic partner  
• Option to purchase $10,000 or $15,000 of coverage for child(ren) |
| Accidental Death and Dismemberment (AD&D); Business Travel Accident | • Option to purchase employee AD&D coverage up to 6 times annual base salary (separate from the life insurance coverage)  
• Business Travel Accident insurance coverage provided at no cost |
| Reimbursement Accounts (FSAs)  
• Health Care (HCRA)  
• Dependent Care (DCRA) | • Option to contribute to a HCRA (tax-free reimbursements for qualifying health-related expenses)  
• Option to contribute to a DCRA (tax-free reimbursements for qualifying expenses for the care of an eligible child or adult family member) |
| Short-Term Disability (STD)  
Long-Term Disability (LTD) | • Company-paid STD coverage provides a percentage of base salary for up to 180 days  
• Company-paid LTD coverage at 50% of annual base salary plus target bonus  
• Option to purchase LTD coverage at 70% of annual base salary plus target bonus |
| Voluntary Benefits | • Identity Protection offered at no cost with option to purchase family coverage  
• Option to purchase Auto and Home Insurance  
• Option to purchase Long-Term Care Insurance for self and spouse/domestic partner  
• Option to purchase Pet Insurance  
• PerkSpot Discount program offered at no cost |
| Other Programs | Legal Plan; Commuter Benefits; Health Advisory service; Advocacy Services; Adoption Assistance; Employee Assistance Program |

### Vacation

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Grades 7, 8, 9, 10 and equivalents</th>
<th>Grades 4, 5, 6</th>
<th>Grades 1, 2, 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-4*</td>
<td>3 weeks</td>
<td>3 weeks</td>
<td>4 weeks</td>
</tr>
<tr>
<td>5-9</td>
<td>3 weeks</td>
<td>4 weeks</td>
<td>4 weeks</td>
</tr>
<tr>
<td>10-19</td>
<td>4 weeks</td>
<td>5 weeks</td>
<td>5 weeks</td>
</tr>
<tr>
<td>20-29</td>
<td>5 weeks</td>
<td>6 weeks</td>
<td>6 weeks</td>
</tr>
<tr>
<td>30 or more</td>
<td>6 weeks</td>
<td>6 weeks</td>
<td>6 weeks</td>
</tr>
</tbody>
</table>

**Holidays**

- Eligible for 15 holidays, including 9 company holidays, 4 year-end shutdown days, and 2 personal holidays. Veterans also have the option to take Veterans’ Day as a paid day off.  
*Eligibility for company holidays in the year of hire is based on hire date.*

### Other Paid Time Off

- Time off for incidental and unforeseen needs (manager approval required):  
  - Paid Parental Leave  
  - Care of a Family Member Paid Leave  
  - Bereavement Leave