## 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 |
## Total Reward

### Pay | Development | Share and Savings | Health and Life

### 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.

#### Dental
- Choice of GSK Dental or GSK Preventive Dental Care, administered by MetLife Dental

#### Vision (coverage for glasses and contacts)
- 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

#### 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)
- Company-paid STD coverage provides a percentage of base salary for up to 180 days
- Option to purchase 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

#### Long-Term Disability (LTD)
- 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; Advocacy Services; Adoption Assistance; Employee Assistance Program

<table>
<thead>
<tr>
<th>Vacation</th>
<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>
<td></td>
</tr>
<tr>
<td>5-9</td>
<td>3 weeks</td>
<td>4 weeks</td>
<td>4 weeks</td>
<td></td>
</tr>
<tr>
<td>10-19</td>
<td>4 weeks</td>
<td>5 weeks</td>
<td>5 weeks</td>
<td></td>
</tr>
<tr>
<td>20-29</td>
<td>5 weeks</td>
<td>6 weeks</td>
<td>6 weeks</td>
<td></td>
</tr>
<tr>
<td>30 or more</td>
<td>6 weeks</td>
<td>6 weeks</td>
<td>6 weeks</td>
<td></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