



# GSK UK Gender Pay Gap report: 2024

## Our 2024 UK Gender Pay Gap data

Building a high-performing organisation with an inclusive culture and a commitment to equal employment opportunity and non-discrimination for all employees supports strong business performance and better health outcomes for patients.



At GSK, we're creating an inclusive environment where people can feel a sense of belonging, be themselves, and have their differing perspectives and characteristics valued. This helps us understand all patients, bringing better insights and better-quality decision-making, driving innovation, and helping us get ahead of disease together.

In 2024, our UK gender pay gap was -1.03%\* compared with -0.50% in 2023. We continue to have a small pay gap in favour of women and significantly outperform the UK national average of 13.8%\*\*.



**Julie Brown**  
Chief Financial Officer

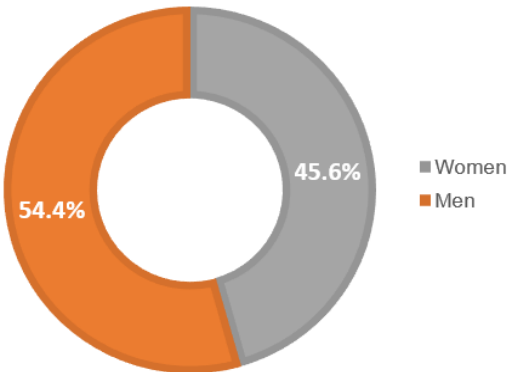


**Diana Conrad**  
Chief People Officer

\*Our GSK UK gender pay gap as outlined in this report, is determined using data for all permanent employees in the UK. This is provided in addition to the legal entity breakdown required by the UK government (shown on page 3).

\*\*Data from the ONS published December 2024.

## GSK UK distribution



Our distribution is based on 99.1% disclosure. 0.4% of our employees prefer not to say, 0.5% have not disclosed.

## Gender Pay Gap explained

A gender pay gap isn't the same as unequal pay. A pay gap is the description given to the difference in average pay across an organisation, regardless of role or level. Our gender pay gap data shows the difference in pay of our male and female employees. Reporting a positive pay gap means male employees, on average, are paid more than female employees. Reporting a negative pay gap means female employees are paid more than male employees, on average.

Equal pay is different and is a direct comparison between individuals. Equal pay considers whether individuals receive comparable compensation to others performing the same or equivalent roles, irrespective of their gender. Unequal pay is unlawful.



## GSK UK Gender Pay Gap

Mean			
GSK UK		UK comparison	
2024	2023	2024	2023
-1.03%	-0.50%	13.8%	13.2%

Median			
GSK UK		UK comparison	
2024	2023	2024	2023
-5.65%	-5.32%	13.1%	14.3%

## GSK UK Bonus Gap (includes our Annual Bonus, Long-Term Incentives (LTIs) and Recognition)

Mean		Median	
2024	2023	2024	2023
1.15%	1.14%	-9.77%	-4.91%

All permanent GSK employees in the UK are eligible for an annual bonus. The bonus gap is based on actual payments received with the pro-rating of bonus calculation for part-time workers.

In 2024 we continue to report a bonus gap in favour of our female employees at the median (-9.77%) and have a small bonus gap in favour of males at the mean (1.15%). This is influenced by our senior leadership levels, where variable pay (bonuses and LTIs) is leveraged to provide an overall compensation package which helps drive Company performance.

## Pay quartiles

To provide transparency and insights into the distribution of earnings among our employees, we divide our UK workforce into four equal quartiles: Lower, Lower middle, Upper middle, and Upper. The proportion of employees in each quartile demonstrates the distribution of earnings between male and female employees.

	Lower		Lower middle		Upper middle		Upper	
	2024	2023	2024	2023	2024	2023	2024	2023
Women	50.25%	46.41%	37.32%	40.17%	46.37%	46.34%	48.39%	47.11%
Men	49.75%	53.59%	62.68%	59.83%	53.63%	53.66%	51.61%	52.89%

The GSK UK workforce is currently 54.4% male, and 45.6% female. Having a lower proportion of women in the Lower middle, and higher proportion of women in the Upper middle and Upper pay quartiles helps explain our gender pay gap results.



## Legal entity breakdown

For gender pay gap reporting, the UK government requires data to be reported by legal entities with more than 250 UK-based employees. As of April 5, 2024, two of our legal entities; GSK Services Unlimited with 9,485 employees, and ViiV Healthcare with 295 employees meet this criterion.

### GSK Services Unlimited (45.2% Female | 54.8% Male):

Our largest legal entity covering 96.7% of the GSK UK workforce

#### Pay Gap

Mean		Median	
2024	2023	2024	2023
-0.86%	-0.17%	-4.42%	-3.85%

#### Bonus Gap (incl. annual bonus, recognition and LTIs\*)

Mean		Median	
2024	2023	2024	2023
4.09%	1.86%	-8.27%	-3.98%

	Lower		Lower middle		Upper middle		Upper	
	2024	2023	2024	2023	2024	2023	2024	2023
Women	50.23%	46.21%	37.13%	40.44%	45.20%	44.75%	48.17%	46.83%
Men	49.77%	53.79%	62.87%	59.56%	54.80%	55.25%	51.83%	53.17%

### ViiV Healthcare (58.6% Female | 41.4% Male):

This legal entity covers 3.0% of the GSK UK workforce



ViiV Healthcare is an independent HIV company with GSK as its majority shareholder. ViiV Healthcare is committed to delivering innovative new options for the care and treatment of people living with HIV/AIDS, with a mission to leave no person living with HIV behind. 2024 is the first year that ViiV Healthcare is reporting gender pay gap data, due to recently meeting the threshold of having 250 or more employees based in the UK.

#### Pay Gap

Mean	Median
9.36%	14.97%

#### Bonus Gap (incl. annual bonus, recognition and LTIs\*)

Mean	Median
-17.53%	11.39%

	Lower	Lower middle	Upper middle	Upper
Women	69.86%	60.81%	52.70%	51.35%
Men	30.14%	39.19%	47.30%	48.65%

The reported pay gap for ViiV Healthcare is influenced by the type and seniority of roles working for the business in the UK. For example, many operational roles do not feature in the ViiV Healthcare headcount as support is provided by GSK under service level agreements. The ViiV Healthcare data is included in the GSK UK pay gap disclosure found earlier in this report.