CORPORATE RESPONSIBILITY COMMITTEE

TERMS OF REFERENCE

(Approved by the Board on 3 February 2005
Last updated on 18 December 2019)

Role
The Committee provides a Board level forum for the regular review of external issues that have the potential for serious impact upon the Company's business and the oversight of reputation management. The Committee is also responsible for annual governance oversight of GSK's responsible business commitments.

Membership

<table>
<thead>
<tr>
<th>Chairman</th>
<th>Lynn Elsenhans*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members</td>
<td>Dr Vivienne Cox</td>
</tr>
<tr>
<td></td>
<td>Dr Jesse Goodman</td>
</tr>
<tr>
<td>In attendance, as required.</td>
<td>Chairman</td>
</tr>
<tr>
<td></td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td></td>
<td>Chief Scientific Officer and President, R&amp;D</td>
</tr>
<tr>
<td></td>
<td>President, Global Vaccines</td>
</tr>
<tr>
<td></td>
<td>SVP and General Counsel</td>
</tr>
<tr>
<td></td>
<td>President, Global Affairs</td>
</tr>
<tr>
<td></td>
<td>SVP, Global CGA and CEO Office</td>
</tr>
<tr>
<td></td>
<td>SVP, Corporate Affairs</td>
</tr>
<tr>
<td></td>
<td>VP, Trust and Global Health</td>
</tr>
<tr>
<td></td>
<td>SVP, Human Resources</td>
</tr>
<tr>
<td></td>
<td>President, Global Pharmaceuticals</td>
</tr>
<tr>
<td></td>
<td>CEO, GSK Consumer Healthcare</td>
</tr>
<tr>
<td></td>
<td>President, Pharma Supply Chain</td>
</tr>
<tr>
<td></td>
<td>Other Executives will be invited to attend the Committee as necessary.</td>
</tr>
<tr>
<td></td>
<td>Independent external Corporate Responsibility Adviser</td>
</tr>
<tr>
<td>Secretary</td>
<td>Company Secretary</td>
</tr>
</tbody>
</table>

* Also a member of the Audit & Risk Committee.

Constitution

1. The Board has established a Committee of the Board known as the Corporate Responsibility Committee (the "Committee").
Membership

2. The Committee shall comprise a minimum of three Non-Executive Directors of the Company appointed by the Board, on the recommendation of the Nominations Committee, in consultation with the Committee Chairman. As far as is practical, one Committee member will also be a member of the Audit & Risk Committee.

3. The Committee Chairman shall be appointed by the Board following receipt of a proposal from the Nominations Committee.

4. The Committee Chairman shall review membership of the Committee annually, as part of the annual performance evaluation of the Committee.

Quorum

5. The quorum shall be two members.

6. In the absence of the Committee Chairman or an appointed deputy, the remaining members present shall elect one of the members to chair the meeting.

Attendance at Meetings

7. The following Senior Executives shall attend the Committee’s meetings as required:

   Chief Executive Officer
   Chief Scientific Officer and President, R&D
   President, Global Vaccines
   General Counsel
   President, Global Affairs
   SVP, Corporate Affairs
   VP, Trust and Global Health
   SVP, Human Resources
   President, Global Pharmaceuticals
   CEO, GSK Consumer Healthcare
   President, Pharma Supply Chain

8. Other Executives will be invited to attend the Committee as necessary.

Committee Secretary

9. The Company Secretary shall be the Secretary to the Committee and shall be responsible for minuting the proceedings of all meetings of the Committee.

Frequency of Meetings

10. The Committee shall meet three times a year or more frequently if necessary to consider specific issues.

Annual General Meeting

11. The Chairman of the Committee shall attend the Company’s Annual General Meeting and be prepared to respond to shareholder questions on the Committee’s activities.
12. The Committee Chairman is authorised by the Board to investigate any activity within its Terms of Reference and in doing so to seek any information it requires from any employee or co-worker.

13. The Committee is authorised to obtain, at the Company’s expense, outside legal or other professional advice on any matters within its terms of reference.

Duties

14. During their tenure, each of the Committee members shall consider their duties and responsibilities under section 172 of the Companies Act 2006 in performing their role, and in doing so the Committee shall have oversight of the views and interests of internal and external stakeholders. The duties of the Committee shall be:

(a) To review GSK’s policies and practices in anticipating and managing external issues that have the potential to seriously impact upon the Company’s business and reputation. This will include consideration of GSK’s Trust priority and progress reports on GSK’s commitments which reflect the most important issues for responsible and sustainable business growth.

(b) Using science and technology to address global health needs: Delivering a next generation of medicines and vaccines to address some of the biggest health challenges affecting children and young people in the developing world. Working with partners to address health security issues such as AMR and pandemic response.

(c) Making products, affordable and available: Ensuring GSK approach to pricing is responsible and sustainable for the long-term growth of the business and enables underserved people in developing countries to access GSK’s products. Working with partners to improve disease prevention, awareness and access to healthcare services.

(d) Being a modern employer: Being a high performing company that can recruit and retain the most talented people and create a workplace that allows them to be at their very best.

(e) Responsible business: Delivering a reliable supply of quality products, protecting our values-driven culture, being responsible and transparent in how we use data, improving our patient and scientific engagement, and reducing our environmental impact.

(f) Each report will cover the reputational risks associated with each commitment, progress on commitments, goals and targets set out in GSK’s annual reporting and how these will be pursued going forward.

(g) To review on an annual basis the expenditure and other commitments by the Group on corporate donations, product donations, community programmes and charitable support of any kind.

(h) To have oversight and approve GSK’s Trust reporting.

(i) In conjunction with the Audit & Risk Committee, to have oversight of the Company’s:

- Modern Slavery and Trafficking Statement to be published on GSK’s web-site under the provisions of the Modern Slavery Act 2015;
- management of its Environment, Health & Safety and Sustainability risk from a reputational perspective.

(j) To consider other relevant matters, as requested by the Board.
15. The Committee shall decide which issues come within its discretion to review. The outcome of such reviews will be presented to the Board either directly or via the Risk & Oversight Compliance Council and the Audit & Risk Committee if significant risks (including reputational risks) to the Company's business are identified.

**Performance Appraisal & Review**

16. The Committee shall review at least annually its own performance, constitution and terms of reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board for approval.

**Corporate Governance / Regulatory Developments**

17. The Committee shall monitor the progress of any relevant corporate governance or regulatory developments that may impact the Committee and recommend any action or changes it considers necessary to the Board for approval.

**Reporting Procedures**

18. The Secretary shall circulate the minutes of meetings of the Committee to all members of the Board.

**Publication of Terms of Reference**

19. These Terms of Reference shall be made available on the Company's website.

**Notes:**

Updated to reflect:

- appointment of Dr Daniel Podolsky and Tom de Swaan to the Committee on 1 July 2006;
- amendments to the Combined Code 2006;
- the extension of the duties of the Committee to include the oversight of the views of external stakeholders;
- appointment of Dr Stephanie Burns to the Committee on 6 December 2007;
- in January 2008 to clarify the Committee's role in reviewing GSK’s CR principles;
- the retirement of Tom de Swaan from the Committee on 20 May 2009;
- the appointment of James Murdoch to the Committee on 20 May 2009;
- the retirement of James Murdoch from the Committee on 3 May 2012;
- the appointment of Lynn Elsenhans to the Committee on 1 October 2012;
- the refinement of the remit and oversight of the Committee to align with the new CR reporting and goals approach;
- the appointment of Sir Robert Wilson to the Committee with effect from 1 May 2013;
- the appointment of Hans Wijers to the Committee with effect from 10 October 2013;
- the retirement of Sir Robert Wilson with effect from 7 May 2014;
- the retirement of Sir Christopher Gent with effect from 7 May 2015 and the appointment of Lynn Elsenhans as Chairman of the Committee with effect from 8 May 2015;
- the appointments of Professor Sir Roy Anderson and Dr Jesse Goodman with effect from 1 May 2016;
- the retirements of Dr Stephanie Burns, Dr Daniel Podolsky and Hans Wijers with effect from 5 May 2016;
- the appointment of Dr Vivienne Cox with effect from 1 July 2016;
- updates to Committee attendee titles;
- the retirement of Professor Sir Roy Anderson from the Committee with effect from 3 May 2018; and
- the refinement of the remit and oversight of the Committee to align with the new Trust priority and reporting approach.