

SECTION 430(2B) COMPANIES ACT 2006 STATEMENT

As announced on 29 September 2025, Dame Emma Walmsley will step down by agreement from the board of directors of GSK (the “**Board**”) and as GSK CEO on 31 December 2025, when Luke Miels will join the Board. Emma will remain with the business as an employee until her notice period ends on 30 September 2026 (the “**Termination Date**”), allowing for a full handover and orderly transition to Luke.

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made or to be made to Emma after ceasing to be a director are set out below. These arrangements comply with GSK’s directors’ remuneration policy, which was approved by shareholders at GSK’s AGM on 7 May 2025 (the “**Remuneration Policy**”).

Salary and benefits

Up to the Termination Date, Emma will receive her salary (with no salary increase in 2026), benefits and pension contributions as normal on the same terms and conditions that are currently in effect.

As Emma will be employed for the duration of her notice period, she will not receive any payment in lieu of notice.

Emma will be required to take any accrued but untaken holiday before the Termination Date.

Performance Share Plan

The remuneration committee of the Board (the “**Remuneration Committee**”) has agreed to treat Emma as a good leaver for the purposes of her awards under the GlaxoSmithKline 2017 Performance Share Plan (the “**Performance Share Plan**”).

Accordingly, Emma’s outstanding unvested conditional awards under the Performance Share Plan (set out below) will vest on their normal vesting dates at the end of the applicable holding period (subject, for consistency with GSK’s recoupment policy, to any awards which would otherwise vest in the period of 12 months from the Termination Date having such vesting postponed to 30 September 2027). Vesting will depend on satisfaction of the relevant performance conditions and will be on a time pro-rated basis up to the Termination Date.

Grant date	Number of shares subject to holding period*
10 February 2021	441,309
15 February 2022	420,177

* The performance conditions applicable to these awards have already been tested but these awards remain subject to a two-year holding period. Dividends will continue to accrue during the holding period.

Grant date	Number of shares subject to award**
9 February 2023	501,927
8 February 2024	468,449
17 February 2025	573,313
7 May 2025 (second part of 2025 award granted following approval of 2025 Remuneration Policy)	149,560

** This column shows the number of shares under award at the time of grant. The number of shares that ultimately vest will depend on satisfaction of the relevant performance conditions and time pro-rating up to the Termination Date as set out above. In addition, dividends will accrue on each award during the respective performance period and holding period, but will only vest to the extent that the award itself vests following the performance period.

No awards under the Performance Share Plan will be granted to Emma for GSK's 2026 financial year.

Deferred Annual Bonus Plan

The Remuneration Committee has agreed to treat Emma as a good leaver for the purposes of her nil-cost options under the GlaxoSmithKline 2017 Deferred Annual Bonus Plan (the “**Deferred Annual Bonus Plan**”).

Accordingly, Emma's outstanding unvested options under the Deferred Annual Bonus Plan (set out below) will vest in full on their normal vesting dates (subject, for consistency with GSK's recoupment policy, to any awards which would otherwise vest in the period of 12 months from the Termination Date having such vesting postponed to 30 September 2027) and will be exercisable for 12 months after vesting and will be automatically exercised at the end of that period to the extent they remain unexercised.

Grant date	Number of shares subject to option*
9 February 2023	125,482
8 February 2024	147,271
17 February 2025	103,980

* This column shows the number of shares under option at the time of grant. In addition, dividends will accrue on each option during the vesting period.

Annual bonus

Emma will be eligible to receive an annual bonus in respect of GSK's 2025 financial year, which she will have worked in full as CEO. Any such bonus will be determined by the Remuneration Committee taking into account the extent to which the relevant performance measures have been satisfied. 50% of any such bonus up to the equivalent of 200% of Emma's salary plus 100% of any bonus amounts paid in excess of 200% of Emma's salary will be deferred in accordance with the Remuneration Policy through the grant of a nil-cost option under the Deferred Annual Bonus Plan.

Emma will be eligible to receive an annual bonus in respect of GSK's 2026 financial year. Any such bonus will be subject to time pro-rating up to the Termination Date and will be paid at "on target" level (150% of salary, reduced for time pro-rating) assuming satisfactory personal performance as required by the Remuneration Policy on the basis that the Termination Date is before the end of GSK's 2026 financial year. 50% of any such bonus will be deferred in accordance with the Remuneration Policy through the grant of an award under the Deferred Annual Bonus Plan.

Emma will not receive an annual bonus for any subsequent GSK financial year.

Sharesave

Emma's options under the GlaxoSmithKline plc Share Save Plan 2022 (the "**Sharesave**") which were granted more than three years before the Termination Date will be exercisable for six months after the Termination Date.

Emma's options under the Sharesave which were granted less than three years before the Termination Date will lapse on the Termination Date.

Share Reward Plan

Emma's shares held under the GlaxoSmithKline plc ShareReward Plan 2022 (the "**Share Reward Plan**") (which is a "share incentive plan" for the purposes of Schedule 2 of the Income Tax (Earnings and Pensions) Act 2003) will be treated in accordance with the rules of the Share Reward Plan. In particular, any shares which are subject to forfeiture provisions under the Share Reward Plan on the Termination Date will be forfeited.

Post-employment shareholding requirements

Emma will be subject to GSK's post-employment shareholding requirements set out in the Remuneration Policy, requiring her to retain the number of shares in GSK equal in value to 725% of her salary for two years after the Termination Date.

Benefits

Emma will, together with her husband and children in full-time education up to and including the age of 25, continue to receive private medical support until 30 September 2029.

GSK will provide or reimburse the costs of Emma's tax consultancy services in respect of the completion of Emma's personal tax returns in relevant jurisdictions for the period of her employment with GSK and for the two tax years after the year in which the Termination Date takes place.

These benefits will be provided on a tax grossed-up basis.

She will receive some limited advisory support in connection with personal security until the Termination Date. She will be eligible for executive support services of up to £60,000 (plus VAT). She will retain her work mobile phone and iPad.

Finally, GSK has contributed £45,000 (plus VAT) in respect of Emma's legal costs.

Certain post-employment benefits will end if Emma starts a new executive role that offers comparable benefits.

The relevant remuneration details relating to Emma will be included in the directors' remuneration report in the relevant annual report and accounts.

In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on GSK's website until its next directors' remuneration report is made available.