

GRI guidelines and SASB index

GRI indicator	Description	Where to find the information
General disclosures		
2-1	Organisational details	Legal name: GSK plc Ownership: Annual Report – Share capital and share price, pages 305-307 HQ address: London, WC1A 1DG Operations: Annual Report – Business model, pages 2-3
2-2	Entities included in the organisation's sustainability reporting	GSK plc
2-3	Reporting period, frequency and contact point	Sustainability and financial annual reporting period: 1 January 2025 to 31 December 2025 Report publication: 5 March 2026 Contact: csr.contact@gsk.com
2-4	Restatements of information	Restatements of information are detailed where relevant for specific data points throughout the report.
2-5	External assurance	Responsible Business Report 2025 , Independent limited assurance statements, pages 33-37
2-6	Activities, value chain and other business relationships	Sector: Healthcare, Pharmaceuticals Annual report , Business model, pages 2-3
2-7	Employees	Full-time employees (FTEs) as of 31 December 2025, page 77 Annual Report – Employees by gender, page 77
2-8	Workers who are not employees	Not reported
2-9	Governance structure and composition	Annual Report – The Board and Executive Committee, pages 109-114 Annual Report – Corporate governance architecture, page 118
2-10	Nomination and selection of the highest governance body	Annual Report – Nominations & Corporate Governance Committee report, page 129
2-11	Chair of the highest governance body	GSK has an independent non-executive Chair of the Board
2-12	Role of the highest governance body in overseeing the management of impacts	Annual Report – Corporate Responsibility Committee report, page 132
2-13	Delegation of responsibility for managing impacts	Annual Report – Corporate Responsibility Committee report, page 132
2-14	Role of the highest governance body in sustainability reporting	Our Responsible Business Report is reviewed by both GSK's Executive Committee and the Board
2-15	Conflicts of interest	Annual Report – Directors' conflicts of interest, page 171
2-16	Communication of critical concerns	Annual Report – Board committee reports, page 129
2-17	Collective knowledge of the highest governance body	Annual Report – The Board and Executive Committee, pages 109-114
2-18	Evaluation of the performance of the highest governance body	Annual Report – Board performance, page 128
2-19	Remuneration policies	Annual Report – Annual report on remuneration, pages 140-169
2-20	Process to determine remuneration	Annual Report – Annual report on remuneration, pages 140-169
2-21	Annual total compensation ratio	Annual Report – Annual report on remuneration, pages 140-169
2-22	Statement on sustainable development strategy	Annual Report – CEO's statement, page 10
2-23	Policy commitments	Policy positions, including on human rights. Policies are approved at Executive Committee level and apply at Group-level.
2-24	Embedding policy commitments	Corporate responsibility committee
2-25	Processes to remediate negative impacts	Annual Report – Principal risks and uncertainties, page 287 Ethical standards, Responsible Business Report 2025 , page 25 Ethics and compliance grievance mechanisms
2-26	Mechanisms for seeking advice and raising concerns	Ethical standards, Responsible Business Report 2025 , page 25 Grievance mechanisms

GRI indicator	Description	Where to find the information
2-27	Compliance with laws and regulations	Annual Report – Audit & Risk Committee report, page 134
2-28	Membership associations	Trade association memberships
2-29	Approach to stakeholder engagement	Stakeholder engagement, Responsible Business Report 2025 , page 3
2-30	Collective bargaining agreements	People disclosures, Responsible Business Report 2025 , page 32 Position on human rights
3-1	Process to determine material topics	Materiality approach, Responsible Business Report 2025 , page 3
3-2	List of material topics	Materiality approach, Responsible Business Report 2025 , page 3
3-3	Management of material topics	Materiality approach, Responsible Business Report 2025 , page 3
Economic performance		
201-1	Direct economic value generated and distributed	Annual Report – Financial statements, page 183
201-2	Financial implications and other risks and opportunities due to climate change	Annual Report – Risk management, page 63-65 Annual Report – TCFD, page 69
201-3	Defined benefit plan obligations and other retirement plans	Annual Report – Annual report on remuneration, pages 140-169
201-4	Financial assistance received from government	Annual Report – Financial statements, page 183 Annual Report – Share capital and control, pages 305-307
Anti-corruption		
205-1	Operations assessed for risks related to corruption	Annual Report – Risk management, page 63-65
205-2	Communication and training about anti-corruption policies and procedures	Ethical standards, Responsible Business Report 2025 , pages 25-28
205-3	Confirmed incidents of corruption and actions taken	Ethical standards, Responsible Business Report 2025 , pages 25-28
Tax		
207-1	Approach to tax	GSK Tax strategy
207-2	Tax governance, control, and risk management	GSK Tax strategy
207-3	Stakeholder engagement and management of concerns related to tax	GSK Tax strategy
207-4	Country-by-country reporting	GSK Tax strategy
Energy		
302-1	Energy consumption within the organisation	Environment, Responsible Business Report 2025 , page 17 Environment, Basis of reporting, Environmental Data 2025
302-2	Energy consumption outside of the organisation	Environment, Responsible Business Report 2025 , page 17 Environment, Basis of reporting
302-3	Energy intensity	Annual Report , TCFD, page 69 Environment, Basis of reporting
302-4	Reduction of energy consumption	Environment, Responsible Business Report 2025 , pages 17-22 Environment, Basis of reporting
302-5	Reductions in energy requirements of products and services	Environment, Responsible Business Report 2025 , pages 17-22 Environment, Basis of reporting
Water		
303-1	Interactions with water as a shared resource	Environment, Responsible Business Report 2025 , Pages 17-22, TNFD document
303-2	Management of water discharge-related impacts	Environment, Basis of reporting
303-3	Water withdrawal	Environment, Responsible Business Report 2025 , Pages 19-22, TNFD statement Environment, Basis of reporting
303-4	Water discharge	Environment, Responsible Business Report 2025 , Pages 19-22, TNFD statement Environment, Basis of reporting
303-5	Water consumption	Environment, Responsible Business Report 2025 , Pages 19-22, TNFD statement Environment, Basis of reporting
Biodiversity		
3-3	Management of material topics	Materiality approach, Responsible Business Report 2025 , page 3

GRI indicator	Description	Where to find the information
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	TNFD statement
304-2	Significant impacts of activities, products and services on biodiversity	Environment, Responsible Business Report 2025 , pages 19-22, TNFD statement
304-3	Habitats protected or restored	Environment, Responsible Business Report 2025 , pages 19-22, TNFD statement
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not reported
Emissions		
305-1	Direct (Scope 1) GHG emissions	Environment, Responsible Business Report 2025 , page 21 Environment, Basis of reporting, Environmental Data 2025
305-2	Energy indirect (Scope 2) GHG emissions	Environment, Responsible Business Report 2025 , page 21 Environment, Basis of reporting, Environmental Data 2025
305-3	Other indirect (Scope 3) GHG emissions	Environment, Responsible Business Report 2025 , pages 17-22 Environment, Basis of reporting, Environmental Data 2025
305-4	GHG emissions intensity	Annual Report , TCFD, page 69 Environment, Basis of reporting, Environmental Data 2025
305-5	Reduction of GHG emissions	Environment, Responsible Business Report 2025 , pages 17-20 Environment, Basis of reporting, Environmental Data 2025
305-6	Emissions of ozone-depleting substances (ODS)	Environment, Responsible Business Report 2025 , pages 17-22 Environment, Basis of reporting, Environmental Data 2025
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not reported
Waste		
306-1	Waste generation and significant waste-related impacts	Environment, Responsible Business Report 2025 , pages 20-22
306-2	Management of significant waste-related impacts	Environment, Responsible Business Report 2025 , pages 20-22 Environment, Basis of reporting
306-3	Waste generated	Environment, Responsible Business Report 2025 , pages 20-22 Environment, Basis of reporting
306-4	Waste diverted from disposal	Environment, Responsible Business Report 2025 , pages 20-22 Environment, Basis of reporting
306-5	Waste directed to disposal	Environment, Responsible Business Report 2025 , pages 20-22
Supplier environmental assessment		
308-1	New suppliers that were screened using environmental criteria	Ethical standards, Responsible Business Report 2025 , pages 25-28
308-2	Negative environmental impacts in the supply chain and actions taken	Ethical standards, Responsible Business Report 2025 , pages 25-28
Employment		
401-1	New employee hires and employee turnover	People disclosures, Responsible Business Report 2025 , page 32
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Life at GSK
401-3	Parental leave	Not reported
Occupational health and safety		
403-1	Occupational health and safety management system	GSK EHS policy
403-2	Hazard identification, risk assessment, and incident investigation	GSK EHS policy
403-3	Occupational health services	GSK EHS policy
403-4	Worker participation, consultation, and communication on occupational health and safety	GSK EHS policy
403-5	Worker training on occupational health and safety	GSK EHS policy
403-6	Promotion of worker health	GSK EHS policy
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	GSK EHS policy

GRI indicator	Description	Where to find the information
403-8	Workers covered by an occupational health and safety management system	GSK EHS policy
403-9	Work-related injuries	People disclosures, Responsible Business Report 2025 , page 32, GSK EHS policy
403-10	Work-related ill health	People disclosures, Responsible Business Report 2025 , page 32, GSK EHS policy
Diversity and equal opportunity		
405-1	Diversity of governance bodies and employees	Inclusion, Responsible Business Report 2025 , pages 20-21
405-2	Ratio of basic salary and remuneration of women to men	GSK UK Gender pay gap report
Non-discrimination		
3-3	Management of material topics	Materiality approach, Responsible Business Report 2025 , page 3
Human rights and labour rights		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GSK position on human rights
408-1	Operations and suppliers at significant risk for incidents of child labour	GSK position on human rights Modern Slavery Act statement
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	GSK position on human rights Modern Slavery Act statement
414-1	New suppliers that were screened using social criteria	Ethical standards, Responsible Business Report 2025 , pages 25-28
414-2	Negative social impacts in the supply chain and actions taken	Ethical standards, Responsible Business Report 2025 , pages 25-28
Public policy		
415-1	Political contributions	Political advocacy disclosure
Customer health and safety		
416-1	Assessment of the health and safety impacts of product and service categories	Product governance, Responsible Business Report 2025 , pages 29-31
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product governance, Responsible Business Report 2025 , pages 29-31
Customer privacy		
3-3	Management of material topics	Materiality approach, Responsible Business Report 2025 , page 3
Marketing and labelling		
417-1	Requirements for product and service information and labelling	Our code of practice
417-2	Incidents of non-compliance concerning product and service information and labelling	Product governance, Responsible Business Report 2025 , pages 29-31
417-3	Incidents of non-compliance concerning marketing communications	Product governance, Responsible Business Report 2025 , pages 29-31

SASB indicator	Description	Where to find the information
Safety of clinical trial participants		
HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	Our position on Approach to Clinical Trials
HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	Pharmacovigilance, Responsible Business Report 2025 , page 40. Available via the FDA Inspection Citation page
Access to medicines		
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Access, Responsible Business Report 2025 , pages 9-13
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	List of products listed on pages 7-8 of this document. Global health and health security, Responsible Business Report 2025 , pages 22-24
Affordability and pricing		
HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Access, Responsible Business Report 2025 , page 13
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	Access, Responsible Business Report 2025 , page 13
Drug safety		
HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	Available via the FDA
HC-BP-250a.2	Number of fatalities associated with products	Available via the FDA
HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	Product governance, Responsible Business Report 2025 , pages 29-31
HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	Not reported
HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Inspections, recalls and audit, Responsible Business Report 2025 , pages 29-31
Counterfeit drugs		
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Product governance, Responsible Business Report 2025 , pages 29-31 Position on falsified and substandard healthcare products
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Product governance, Responsible Business Report 2025 , pages 29-31 Position on falsified and substandard healthcare products
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Not reported
Ethical marketing		
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Code of practice for promotional and non-promotional external interactions
Employee recruitment, development and retention		
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Our culture and people, Responsible Business Report 2025 , pages 7-8
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	People disclosures, Responsible Business Report 2025 , page 32

SASB indicator	Description	Where to find the information
Supply chain management		
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	GSK is a member of Rx 360 and also conducts audits of third parties Working with third parties, Responsible Business Report 2025 , page 26
Business ethics		
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Not reported
HC-BP-510a.2	Description of code of ethics governing interactions with healthcare professionals	Engagement with healthcare professionals
Activity metrics		
HC-BP-000.A	Number of patients treated	Access, Responsible Business Report 2025 , pages 9-13
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Annual Report – Product development pipeline, page 281

List of products on the WHO List of Prequalified Medicinal Products and Vaccines as part of its Prequalification of Medicines Programme (PQP)

	Type, form and presentation	Date of prequalification
Vaccines		
Engerix	Hepatitis B – Liquid: ready to use vial (one dose)	1 January 1987
Engerix	Hepatitis B – Liquid: ready to use vial (10 doses)	1 January 1987
Engerix	Hepatitis B – Liquid: ready to use vial (20 doses)	1 January 1987
Priorix	Measles, Mumps and Rubella – Lyophilised active component to be reconstituted with excipient diluent before use vial (one dose)	9 March 2001
Rotarix	Rotavirus – Liquid: ready to use plastic tube (one dose)	12 March 2009
Rotarix	Rotavirus – Liquid: ready to use applicator (one dose)	12 March 2009
Cervarix	Human Papillomavirus (Bivalent) – Liquid: ready to use vial (one dose)	8 July 2009
Cervarix	Human Papillomavirus (Bivalent) – Liquid: ready to use vial (two doses)	8 July 2009
Polio Sabin Mono T1	Polio Vaccine – Oral (OPV) Monovalent Type 1 – Liquid: ready to use vial (10 doses)	29 October 2009
Polio Sabin Mono T1	Polio Vaccine – Oral (OPV) Monovalent Type 1 – Liquid: ready to use vial (20 doses)	29 October 2009
Polio Sabin One and Three	Polio Vaccine – Oral (OPV) Bivalent Types 1 and 3 – Liquid: ready to use vial (10 doses)	29 October 2009
Polio Sabin One and Three	Polio Vaccine – Oral (OPV) Bivalent Types 1 and 3 – Liquid: ready to use vial (20 doses)	29 October 2009
Synflorix	Pneumococcal (conjugate) – Liquid: ready to use vial (one dose)	30 October 2009
Synflorix	Pneumococcal (conjugate) – Liquid: ready to use vial (two doses)	19 March 2010
Polio Sabin Mono Three (oral)	Polio Vaccine – Oral (OPV) Monovalent Type 3 – Liquid: ready to use vial (10 doses)	5 October 2010
Polio Sabin Mono Three (oral)	Polio Vaccine – Oral (OPV) Monovalent Type 3 – Liquid: ready to use vial (20 doses)	5 October 2010
Polio Sabin Mono Two (oral)	Polio Vaccine – Oral (OPV) Monovalent Type 2 – Liquid: ready to use vial (20 doses)	11 May 2011
Polio Sabin Mono Two (oral)	Polio Vaccine – Oral (OPV) Monovalent Type 2 – Liquid: ready to use vial (10 doses)	11 May 2011
Priorix	Measles, Mumps and Rubella – Lyophilised active component to be reconstituted with excipient diluent before use vial (two doses)	21 December 2011
Havrix 1440 Adult	Hepatitis A (Human Diploid Cell), Inactivated (Adult) – Liquid: ready to use vial (one dose)	19 July 2013
Havrix 720 Junior	Hepatitis A (Human Diploid Cell), Inactivated (Paediatric) – Liquid: ready to use vial (one dose)	19 July 2013
Boostrix	Diphtheria-Tetanus-Pertussis (acellular) – Liquid: ready to use vial (one dose)	9 July 2013
Menveo	Meningococcal ACYW-135 (conjugate vaccine) – Lyophilised active component to be reconstituted with liquid active component before use. Two vial set (one dose)	31 July 2013
Synflorix	Pneumococcal (conjugate) – Liquid: ready to use vial (four doses)	16 October 2017
Rotarix	Rotavirus – Liquid: ready to use plastic tube (five doses)	14 February 2019
Mosquirix	Plasmodium falciparum (Malaria) and Hepatitis B (recombinant, adjuvanted) – Liquid active component to be mixed with second component before use. Two vial set (two doses)	15 July 2022
Tafenoquine	Malaria – Tablet, Film-coated 150mg	28 October 2024
Tafenoquine	Malaria – Tablet, Dispersible 50mg	2 December 2024
Pharmaceuticals		
Abacavir (sulfate)	HIV – ViiV Healthcare – HA106 (a)	20 March 2002
Abacavir (sulfate)	HIV – ViiV Healthcare – HA107 (a)	20 March 2002
Zidovudine	HIV – ViiV Healthcare – HA108 (a)	29 May 2002
Zidovudine	HIV – ViiV Healthcare – HA109 (a)	29 May 2002
Lamivudine/Zidovudine	HIV – ViiV Healthcare – HA110 (a)	20 March 2002
Zidovudine	HIV – ViiV Healthcare – HA114 (a)	20 March 2002
Zidovudine	HIV – ViiV Healthcare – HA115 (a)	20 March 2002
Lamivudine	HIV – ViiV Healthcare – HA117 (a)	20 March 2002
Lamivudine	HIV – ViiV Healthcare – HA128 (a)	20 March 2002
Dolutegravir (Sodium)	HIV – ViiV Healthcare – HA634 (a)	14 October 2014

	Type, form and presentation	Date of prequalification
Vaccines		
Lamivudine	HIV – ViiV Healthcare – HA117 (a)	20 March 2002
Lamivudine	HIV – ViiV Healthcare – HA128 (a)	20 March 2002
Dolutegravir (Sodium)	HIV – ViiV Healthcare – HA634 (a)	14 October 2014
Abacavir (sulfate)/ Lamivudine	HIV – ViiV Healthcare – HA706 (a)	19 June 2018
Dolutegravir (Sodium)	HIV – ViiV Healthcare – HA768 (a)	1 July 2021
Cabotegravir (Sodium)	HIV – ViiV Healthcare – HA788 (a)	22 December 2023
Cabotegravir (Sodium)	HIV – ViiV Healthcare – HA789 (a)	22 December 2023
Zanamivir	Influenza – GSK – IN007 (a)	22 September 2009