



Investor Education Event: ESG Performance Report

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Today's speakers



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VP, Reputation &
Responsible Business



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How ESG fits into GSK's overall strategy



ESG performance to deliver health impact and shareholder returns

Six focus areas addressing what is most material to our business and stakeholders

Access

Environment

Global health and
Health security

Product governance

Diversity, equity and
inclusion (DEI)

Ethical standards

✓ Sustainable performance and long-term growth

✓ Trust for all stakeholders

✓ Reduced risk to operations

✓ Positive social impact

Embedding ESG delivery and measurement

Corporate Responsibility Committee (CRC)

- Board level Committee
- Oversees ESG priorities, provides guidance and reviews performance
- Links to Audit & Risk Committee (disclosures) and Remuneration Committee (ESG linked rem) as needed

GSK Leadership Team

- Individual accountabilities aligned to six focus areas, as relevant
- Ensures effective framework to manage risks and deliver on commitment
- ESG remuneration linked to DEI and environment ambitions

ESG Performance Rating

- Measures performance against key metrics aligned to our six focus areas
- Evolves to ensure it meets the expectations of our stakeholders.
- The executive leadership team and the Board, via the CRC, review the metrics that make up this rating each year to ensure they are sufficiently challenging and ambitious

Overall ESG Performance Rating

Integrates ESG into strategy delivery; measures and verifies progress

- Rating is one of our corporate KPIs and measures progress against the 22 key metrics aligned to each of our six focus areas
- Calculates overall ESG Performance Rating by aggregating performance across all metrics into a single score as either:
 - **On track:** 70% or more of all metrics are on track
 - **On track with work to do:** >50% of all metrics are either on track or on track with work to do
 - **Off track:** >50% of all metrics are off track

2023 ESG Performance Rating

- **On track**, based on 95% of all performance metrics being met or exceeded
- Assessment of performance against our annual targets has been reviewed, and the overall ESG Performance Rating score has been subject to independent limited assurance for 2023

External benchmarking

Top quartile performance in key ESG ratings frequently asked about by investors

ESG rankings

Access to Medicines Index	1 st the index
Antimicrobial Resistance Benchmark	Leading pharma company
S&P Corporate Sustainability Assessment	1 st in the pharma industry with score of 84
CDP	A- in Climate Change A- in Water Security Forests: B in Palm oil and B in timber

ESG ratings

Sustainalytics	Low risk (16.7)
MSCI	AA
Moody's ESG solutions	Score 62/100 (sector average 38)
ISS Corporate Rating	B+
FTSE4Good	Included
Workforce Disclosure Initiative	79% (above sector average)

2023 performance highlights across our six focus areas



Our commitment

Make our products available at value-based prices that are sustainable for our business and implement access strategies that increase the use of our medicines and vaccines to treat and protect underserved people

Our ESG Performance Rating metric

- Progress towards our 2030 goal of reaching 1.3 billion people in lower income countries with our products

We aim to positively impact the health of 2.5 billion people by the end of 2030. We will do this by making our vaccines and medicines available as widely as possible, through responsible pricing, strategy access programmes and partnerships

89m

People reached in 2023 in lower income countries with our vaccines and antiretrovirals¹

24m

People living with HIV had access to a generic product containing dolutegravir in 2023

>1bn

Vaccine doses supplied to Gavi, the vaccine alliance, since 2010

Global health and health security

Our commitment

Develop novel products and technologies to treat and prevent priority diseases, including pandemic threats

Our ESG Performance Rating metrics

- Progress six Global Health pipeline assets to address priority WHO diseases
- Progress eight R&D projects that address pathogens prioritised by the WHO and CDC as posing the highest level of concern due to drug resistance (critical and/or urgent threats).

We want to help address the biggest health challenges faced by people around the world

We are putting our unique R&D and scientific expertise to work to address some of the world's biggest health challenges

We are committed to a variety of R&D collaborations to achieve our global health ambitions

11

Global Health pipeline assets to address priority WHO diseases progressed in 2023

12

R&D projects targeting pathogens deemed 'critical' or 'urgent' by the WHO and the US CDC

Diversity, equity and inclusion

Our commitment

Enhance recruitment of diverse patient populations in our clinical trials; create an inclusive, equitable and diverse workplace; and support diverse communities

Our ESG Performance Rating metrics

Clinical trial diversity

- 100% of phase III trials initiated in 2023 will have proactive plans in place designed to enrol appropriately diverse trial participants consistent with the disease epidemiology

Diverse workplace: Our 2025 aspirations:

- At least 45% of VP and above roles globally held by women
- At least 30% ethnically diverse leaders in our roles at VP-and-above in the US, and increase % of Black or African American and Hispanic or LatinX VP and above leaders year on year
- At least 18% ethnically diverse leaders in our roles at VP-and-above in the UK and increase % of Black VP and above leaders year on year

Diverse communities

- Improve year-on-year spend with US-based certified diverse-owned suppliers

We want to ensure our people can thrive, foster diversity in our clinical trials and support diverse communities, as becoming a more inclusive business is central to our purpose

We continue to make progress in advancing clinical trial diversity

We're investing in STEM education to make it more equitable and to support and inspire the next generation of diverse, talented innovators

100%

2023 phase III trials included a demographic plan

Increased

Year-on-year spend with US-based certified diverse-owned suppliers

45%

VP-and-above roles held by women globally

35.7%

Ethnically diverse leaders at VP-and-above levels in the US

18.4%

Ethnically diverse leaders at VP-and-above levels in the UK

Ethical standards

Our commitment

Promote ethical behaviour across our business by supporting our employees to do the right thing and working with suppliers that share our standards and operate in a responsible way

Our ESG Performance Rating metrics

- 100% of employees and complementary workers that complete GSK's 2023 mandatory training
- % of employees who believe they 'can and do Speak Up if things don't feel right' is above the general industry benchmark
- 80% of direct high-risk suppliers that achieve GSK's minimum EcoVadis score or have an improvement plan in place

Our culture guides our people to behave in an ethical way, to do the right thing and Speak Up about any concerns they have.

We expect everyone who works for us to live up to this, and we expect the same of our suppliers

100%

Employees completed our mandatory training on The Code

99%

Complimentary workers completed our mandatory training on The Code

83%

Of employees believe they 'can and do Speak Up if things don't feel right'

89%

Of direct high-risk suppliers achieved our minimum EcoVadis score or have an improvement plan in place

Product governance standards

Our commitment

Commit to maintaining robust quality and safety processes, and using data and new technologies responsibly

Our ESG Performance Rating metrics

- Average number of critical and major findings per inspection by FDA/MHRA/EMA regulators
- % of inspections from all regulators with no critical findings or official action indicated
- Number of FDA warning letters
- Number of Class I/II external product recalls across all markets
- Register and disclose all human subject research of GSK products. Specifically, register protocol summaries for studies initiated in 2023; and disclose results summaries for studies with results due in 2023

To protect our patients, it is critically important to ensure the quality, safety and reliable supply of our products.

Have systems in place that ensure we meet the high standards we set ourselves, and those that are expected of us externally. These systems enable us to deliver a safe and reliable supply of high-quality medicines and vaccines. When issues arise, our quality systems, in line with our values-driven culture, ensure they are responded to swiftly and transparently.

0

Critical findings from the MHRA and EMA regulators in 2023

100%

Of inspections had no critical findings or official action indicated

0

FDA warning letters

5

Product recalls which we engaged with regulators and acted quickly to prioritise patient safety

Registered

And disclosed all human subject research of GSK products

Environment

2030 targets (using 2020 as baseline)

Net zero impact on climate

- 100% imported renewable electricity by 2025 and 100% renewable electricity (imported and generated) by 2030 (Scope 2)
- 80% absolute reduction in greenhouse gas emissions¹ from a 2020 baseline, across all scopes² and investment in nature-based solutions for the remaining 20% of our footprint by 2030
- Net zero greenhouse gas emissions across our full value chain by 2045: 90% absolute reduction in emissions from a 2020 baseline, across all scopes and all residual emissions neutralised

Contributing to a nature positive world

Freshwater

- 100% of our sites to achieve good water stewardship by 2025 and reduce overall water use by 20% by 2030
- Water neutral in operations and with key suppliers in water-stressed regions by 2030
- Zero impact active pharmaceutical ingredient levels³ for all our sites and key suppliers by 2030

Land

- Positive impact on biodiversity at all sites⁴ by 2030
- 100% of agricultural and forestry derived materials sustainably sourced and deforestation free by 2030⁵

Oceans

- 100% of marine-derived materials sustainably sourced by 2030

Atmosphere

- *See our targets for net zero impact on climate*

Waste and materials

- Zero operational waste⁶, including eliminating single use plastics⁷ by 2030
- 10% waste reduction from supply chain by 2030
- 25% environmental impact reduction for our products and packaging by 2030

Operational emissions: 7% overall footprint

Reduced Scope 1 and 2 carbon emissions by 10% in 2023; down 27% since 2020

Renewable electricity

- Member of RE100
- Reached 83% imported renewable electricity in 2023, an increase of 10% from 2022
- Signed power purchase agreement to source renewable electricity to cover 50% of electricity demand for our sites in Europe from mid-2026

Electric vehicles

- Member of EV100
- Plug-in-hybrid or fully electric vehicles made up 6% of our sales fleet and 16% of our total fleet in 2023
- Have chargers at 30 major sites and have increased the number of charging points to nearly 500

Energy reductions

- Energy efficiency programmes
- Green chemistry

Indirect emissions: 93% overall footprint

Scope 3 emissions increased 4% in 2022 vs. 2021* driven by MDI sales; down 10% compared to 2020

Supply chain emissions

- 31% of overall footprint
- Sustainable Procurement Programme sets out minimum expectations of suppliers and supports them to take action
- Working in collaboration across our industry including:
 - *Energize* with peers to reduce supplier emissions
 - *Activate* to support decarbonisation of Active Pharmaceutical Ingredient (APIs) supply chains

Patient use

- 57% of overall footprint
- Investing in low-carbon inhaler programme with potential to reduce greenhouse gas emissions by 90%
 - Phase III trials will begin in 2024
 - If successful, regulatory submissions will start in 2025

Logistics

- 4% of overall footprint
- Transitioning from air freight to sea freight wherever possible

Freshwater: Targets and action

100% of our sites achieve good water stewardship by 2025 and reduce overall water use by 20% by 2030

- 100% of our sites now good water stewards, in line with the Alliance for Water Stewardship's definition
- In 2023, reduced overall water use in our operations by 24% since 2020

Water neutral in operations and with key suppliers in water-stressed regions by 2030

- In 2023, reduced water use by 11% in sites in high water stress regions since 2020
- Identified 3 initial water basins in water stressed regions in India, Pakistan and Algeria
- Water Basin Champion for the Godavari Basin, India – a water-stressed area where we have a manufacturing site and where many of our key suppliers are located

Zero impact active pharmaceutical ingredient levels for all our sites and key suppliers by 2030

- 100% of GSK sites within AMR Alliance and Wastewater API quality limits
- 87% of all sites and key suppliers were compliant with AMR Alliance and API Wastewater discharge limits*



*Down from 94% in 2022, driven by us expanding our scope to include more API suppliers which led to a decrease in the percentage of key suppliers that were confirmed to be within Wastewater API discharge limits

Land: Targets and action

Positive impact on biodiversity at all sites¹ by 2030

- Completed baseline biodiversity assessments for 100% of our sites
- Plans in place to improve biodiversity at 9 of our sites, an increase of 6 from 2022

100% of agricultural and forestry derived materials sustainably sourced and deforestation free by 2030

- Sustainable Sourcing Standard outlines the environmental, social and ethical requirements which must be met by 2030
- While working with suppliers is a key part of our goal to reduce our impact on nature, where appropriate we will also look at opportunities to reduce or avoid the use of some natural materials, for example through process efficiencies and synthetic alternatives.
- In 2023, 86% of our paper packaging was derived from certified sources or from recycled raw materials and 98% of our core palm oil materials were certified by third-parties as being from sustainable sources

Oceans: Targets and action

100% of marine-derived materials sustainably sourced by 2030

- Marine Sustainable Sourcing Standard outlines the environmental, social and ethical requirements which must be met by 2030 for each supply chain to be considered sustainably sourced
- For example, we use horseshoe crab blood, which is an important substance that is required by some regulators to be used in pharmaceutical and biomedical quality control processes to ensure the quality and safety of medicines, vaccines and devices
- We are continuing to make progress on volume reductions and advancing a pilot across five of our sites to test the use of nonanimal alternatives, and engaging with regulators to support wider uptake of these alternatives

Atmosphere: Action

Taking action on air pollution

- Members of the Alliance for Clean Air through the Clean Air Fund (CAF) and the World Economic Forum

Air pollution footprint

- Completed an initial assessment to establish an air pollution footprint in our operations and our supply chain
- Creating reduction plans around the key areas identified
- Conducting additional air quality assessment, working with Stockholm Environment Institute (SEI) and the University of York

Waste and Materials: Targets and action

Zero operational waste, including eliminating single use plastics¹ by 2030

- In 2023, reduced operational waste by 1% compared with 2022, a total of 21% since 2020*
- Increased amount of materials recovered by circular routes by 53% and maintained zero operational waste to landfill

10% waste reduction from supply chain by 2030

- For our supply chain, working on a waste footprint assessment to help with supplier engagement on waste reduction

25% environmental impact reduction for our products and packaging by 2030

- Embedding eco-design principles into the development of all new products
- Since 2022, completed life cycle assessment analysis for 22 products
- Removing paper leaflets and moving to e-leaflets where regulation permits.
- Vaccines business has stopped using PVC blisters when packing pre-filled syringes and is removing plastic film wrapping used on pallets
- 100% of GSK sites are now manufacturing PVC-free secondary and tertiary packaging



1. Where regulatory obligations allow and excluding plastics which are critical to product discovery and development and health & safety

*Methodology changed in 2023 to only include waste and materials leaving our sites.

ESG resources

Links to latest reports from 2023

- [Annual Report](#)
- [Responsible business section only from Annual Report](#)
- [ESG Performance Report](#)
- [Materiality assessment](#)
- [Our Contribution to the SDGs](#)

Q&A

GSK