

GSK & ViiV Healthcare Australia Gender Pay Gap Explanatory Statement: 2026

2024/25 Gender Pay Gap data

Fair pay is a key element of the GSK and ViiV Healthcare culture. Globally, we have strong systems in place to ensure that pay practices in all the countries we operate in reflect our commitment to fair pay, ensuring our pay reflects industry benchmarks, skills, performance and experience.

We also support the increased transparency that comes through the publishing of company gender pay gap data in support of pay equity. Our latest results show a stable gender pay gap on median measures, remaining within the neutral zone of +/- 5% of zero as defined by WGEA and a gender pay gap significantly lower than the “All Australian Companies” group on both average and median measures.

The 2024/25 reporting period which has been published in March 2026 includes all employees employed and paid in Australia across commercial, medical, business partner functions and R&D roles¹. This reporting period is the first in which GSK Australia employed a locally paid CEO; consequently, compensation for that role is now also included in our results.

As in the previous reporting period, the reported gender pay gap for GSK and ViiV Healthcare Australia in the 2024-25 reporting period can largely be attributed to the differences in gender representation across organisational levels. As with the pharmaceutical industry more broadly, women are well represented at senior, mid management and professional levels, while they continue to make up the majority of roles in the lower paid quartiles. While year-on-year workforce composition is broadly unchanged, we have seen a reduction since the last reporting period in the proportion of women in the lower quartile, and an increase in the upper quartile.

What is the difference between Equal Pay and Gender Pay?

“Equal Pay” is very different from “Gender Pay”. Although these terms sound similar, they are often confused, so it is very important to distinguish them.

“Equal Pay” means paying people similarly for the same work, considering factors like experience, performance, and market forces. Our consistent use of salary benchmarks ensures fair compensation reflective of those factors, without considering individual characteristics such as gender. We achieve this through robust HR practices using data to set appropriate salaries.

“Gender Pay” is calculated as the difference between the rate of pay of male employees and that of female employees. It is expressed as a percentage of the rate of pay of male employees which is referred to as the gender pay gap. It is a measure across all our jobs in Australia, not of the difference in pay between men and women doing the same job. Gender pay gap analysis looks across the workforce without regard for the specific roles, experience, performance or grade levels of employees.

¹ For GSK there are two data sets available – our corporate group “Glaxosmithkline Holdings” which includes GSK Australia and ViiV Healthcare Australia employees, and subsidiary “Glaxosmithkline Australia” which includes only GSK Australia employees. This statement will focus on the results for our corporate group, which were reported in 2024 and 2025 to allow for comparison. There is no separate report for ViiV Healthcare Australia having fewer than one hundred employees in Australia.

Gender Pay Gap over time – Median Measures

	2022/23	2023/24	2024/25	All Australian Companies
Total Remuneration	7.9%	1.2%	1.5%	16.4%
Base Salary	3.5%	1.9%	3.5%	11.9%

Our median total remuneration and base remuneration figures remain relatively stable, well below the respective national results and within the target zone of +/- 5% defined by WGEA as a neutral gender pay gap.

Gender Pay Gap over time – Average Measures

	2022/23	2023/24	2024/25	All Australian Companies
Total Remuneration	12.5%	11.7%	12.4%	21.1%
Base Salary	10.1%	9.6%	10.1%	15.7%

This reporting period is the first in which the locally paid CEO data has been included, which is the main contributor to the small increase in the gender pay gap measures. If we were to exclude CEO data, our gender pay gap would have fallen by 0.8% in 2024/25 versus 2023/24 on average total remuneration.

Workforce Composition Trends

	Key Management Personnel		Managers		Non-Management	
	Women	Men	Women	Men	Women	Men
2024/25	55%	45%	52%	48%	65%	35%
2023/24	50%	50%	55%	45%	65%	35%

For direct comparison, the data above is from the Glaxosmithkline Australia Executive Summary and does not include ViiV Healthcare Australia data.

Our Australian Leadership Team (represented as Key Management Personnel) and our manager cohort continue to be in the neutral zone for gender balance after accounting for changes in leadership roles since the last reporting period. We have also seen increased uptake of part time work among non-managerial men since the previous reporting period, further contributing to reducing our gender pay gap.

Key Priorities for 2026

We remain committed to a transparent dialogue with our employees about our results, providing context, explaining definitions and remaining focussed on maintaining our strong pay practices to ensure fair pay. Each year we have provided a forum where questions can be asked and answered on this important topic.

Additional tactics in place to support Fair Pay priorities:

- Ensure that our managers are equipped to make robust and fair decisions in relation to pay, driven by industry benchmarks, skills, performance and experience. We continue to provide all managers with training on conducting annual pay reviews to ensure pay adjustments are applied consistently and fairly for all employees, including those on long term leave.
- To support a positive and respectful working environment and ensure that opportunities for learning, development and progression are open to all regardless of gender, we continue to engage with relevant employee groups and community stakeholders, taking account of our operating context.
- Maintenance of key policies that help all employees manage work and home responsibilities, notably our Parental Leave Policy & Care of a Family Member Leave Policy underpinned by trusted relationships between managers and their teams.
- GSK remains committed to merit-based hiring, development and succession planning, prioritising talent while ensuring fair opportunities, progression and compensation for all employees.