

# Total Reward

2025 US Benefits enrollment guide  
for newly hired US employees

Pay | Development | Shares and Savings | Health and Life

# Total Reward at GSK

## Making informed choices about your benefits

This guide is provided to assist you in your US Benefits enrollment:

- Health and Life benefits
- GSK 401(k) Plan
- Where to get help

You can learn more about the benefits described in this presentation in the US Benefits Overview, available on the [GSK Benefits Center portal](#) under Plan Information.

Information about other programs for which you may be eligible is provided in your GSK offer letter.

### Important note

The information in this document is intended to provide you with an overview of some of the features and components of the Total Reward programs at GSK. Every effort has been made to ensure the accuracy of the contents. However, in the unlikely event of a discrepancy between the various plan summaries in this presentation and the provisions of the actual plan documents governing all aspects of these plans, the language and the provisions of the actual plan documents will prevail. Employment at GSK is an “at will” arrangement — nothing in this presentation should be construed as a contract of employment.

The Company reserves the right to amend or terminate its policies and/or benefit plans at any time, with or without notice.



## Health and Life

Health and Life programs include medical, dental and vision plans plus wellness benefits that support the health and wellbeing of you and your family, in addition to programs such as life and disability insurance that provide protection when you need it most.



## Health and Life benefits

Enroll within 30 days of your hire date

**Benefits enrollment takes place on the GSK Benefits Center portal.**

- You can compare your options during the enrollment process.
- You must complete your initial enrollment in the following benefits within **30 days of your hire date**:\*
  - Medical, dental, and vision plans  
*If you choose to cover any dependents under the GSK Medical or Dental Plan, you will be required to provide documentation of their eligibility.*
  - Supplemental employee life insurance / dependent life insurance / AD&D insurance
  - Long-term disability insurance (70%)
  - Health Care and/or Dependent Care Reimbursement Accounts
  - Legal Plan
- If you need help, call the GSK Benefits Center at **844-358-0600**.

\*No enrollment is required for Basic employee life insurance, Business travel accident insurance, Short-term disability insurance, and Long-term disability insurance (50%). These coverages will begin automatically.

**Important: Be sure to designate a beneficiary for your employee life insurance and AD&D insurance (if elected) when you enroll.**

## Health and Life benefits

### Your contribution rates

- Your contribution rates for each GSK plan and level of coverage will be available during your enrollment process.
- Once you enroll, your benefit deductions will begin in the next available payslip; Health and Life benefit deductions are not prorated.
- Your medical plan contributions for the year in which you are hired will be based on your annual base salary on your hire date.
  - GSK uses salary bands upon which medical contributions are set, keeping coverage affordable for all employees and helping GSK manage the total cost of health benefits.

**The “annual base salary” for each plan year is your annualized base pay as of September 1 of the preceding year, or your hire date, if later.**



## Health and Life benefits

### Your health plan ID cards

- **The health plan coverage you elect will be effective from your GSK hire date.**
- Once you complete your initial enrollment, your information will be sent to the medical, prescription drug, dental and vision plans, as applicable.
- Health plan ID cards are available digitally only. After your enrollment has been processed, you may view or print your ID cards through your plan's website or mobile app.
  - You can access your plan's website from the GSK Benefits Center portal. Choose the Health and Life heading and then select Coverage Details.
- If you need to see a provider before your enrollment is processed, you should do so. You can file a claim for reimbursement after your eligibility is updated.



## Health and Life benefits

If you do not submit your elections within your 30-day enrollment window

- You will be enrolled by default into the GSK Medical Plan, HDHP option.\*  
*This coverage will be for you only (no coverage for any dependents) and the applicable medical plan contribution rate will apply.*
- You will not have:
  - Dental or vision coverage
  - Supplemental employee life insurance, dependent life insurance, or AD&D insurance coverage
  - Long-term disability insurance coverage (70%)
  - Health Care or Dependent Care reimbursement accounts
  - Legal Plan coverage

\* Employees in Hawaii will have coverage offered through UnitedHealthcare in compliance with state regulations.



## Health and Life benefits

### Making changes to your elections

- The choices you make during your initial enrollment will remain in effect through the end of the year in which you are hired.
- Annual enrollment occurs in the fall of each year. The choices you make during annual enrollment will remain in effect January 1 through December 31 of the following year.
  - If your initial enrollment takes place during or after the annual enrollment period for the upcoming year, you will be prompted to complete your annual enrollment after your initial enrollment.
- You may not make any changes outside of any enrollment period unless you experience a qualified change in status. Refer to the **GSK Health Plan Summary Plan Description (SPD)** for details. You'll find the SPDs under 'Plan Information' on the GSK Benefits Center portal.

**You must report any status change to the GSK Benefits Center within 30 days of the event (60 days to add a newborn or newly adopted child).**



Total Reward

## GSK 401(k) Plan

You are immediately eligible for the GSK 401(k) Plan, and you will receive the GSK Core Contribution with your first paycheck.

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# GSK 401(k) Plan

## GSK contributions

### Core Contribution

7% of your eligible pay regardless of whether you contribute

### Company Matching Contribution\*

\$1 for each \$1 you contribute up to 4% of eligible pay

- You are immediately eligible for the Core and Matching contributions.
- Contributions are made each pay period.
- You are immediately 100% vested in your 401(k) account.

Important: Designate a beneficiary on the GSK Benefits Center portal. If you are married and you name someone other than your spouse as your beneficiary, you will need your spouse's written notarized consent.

\* Company matching contributions are made only if you are contributing to the Plan. If you contribute less than 4% to your 401(k) from an eligible paycheck, you will not get the full Company Match for that pay period. But with the Match True-Up Contribution, you may still be eligible to receive the full Company Match.

# GSK 401(k) Plan

## Your contributions

### **Make your 401(k) elections on the GSK Benefits Center portal.**

- Contribute 1% to 50% of eligible pay up to the IRS annual deferral limits. The amount you elect will take effect as soon as administratively possible (generally 1 to 2 paychecks).
- Choose pre-tax and/or Roth after tax contributions. Pre-tax contributions are deducted from your gross pay before taxes are withheld; Roth 401(k) contributions are subject to taxes at the time of contribution and do not reduce your taxable income.
- Set up investment elections for your deferrals as well as for the GSK contributions and any rollover contributions.

### **Following your initial enrollment, you may make changes at any time.**

- You may change your contribution amount.
- You may change your investment elections or transfer your existing balances among any of the Plan's funds.
- Changes will be effective in the next pay period feasible following the change.

**You may roll over your balances from another employer's qualified Retirement Plan into the GSK 401(k) Plan. GSK does not match any rollover contributions.**

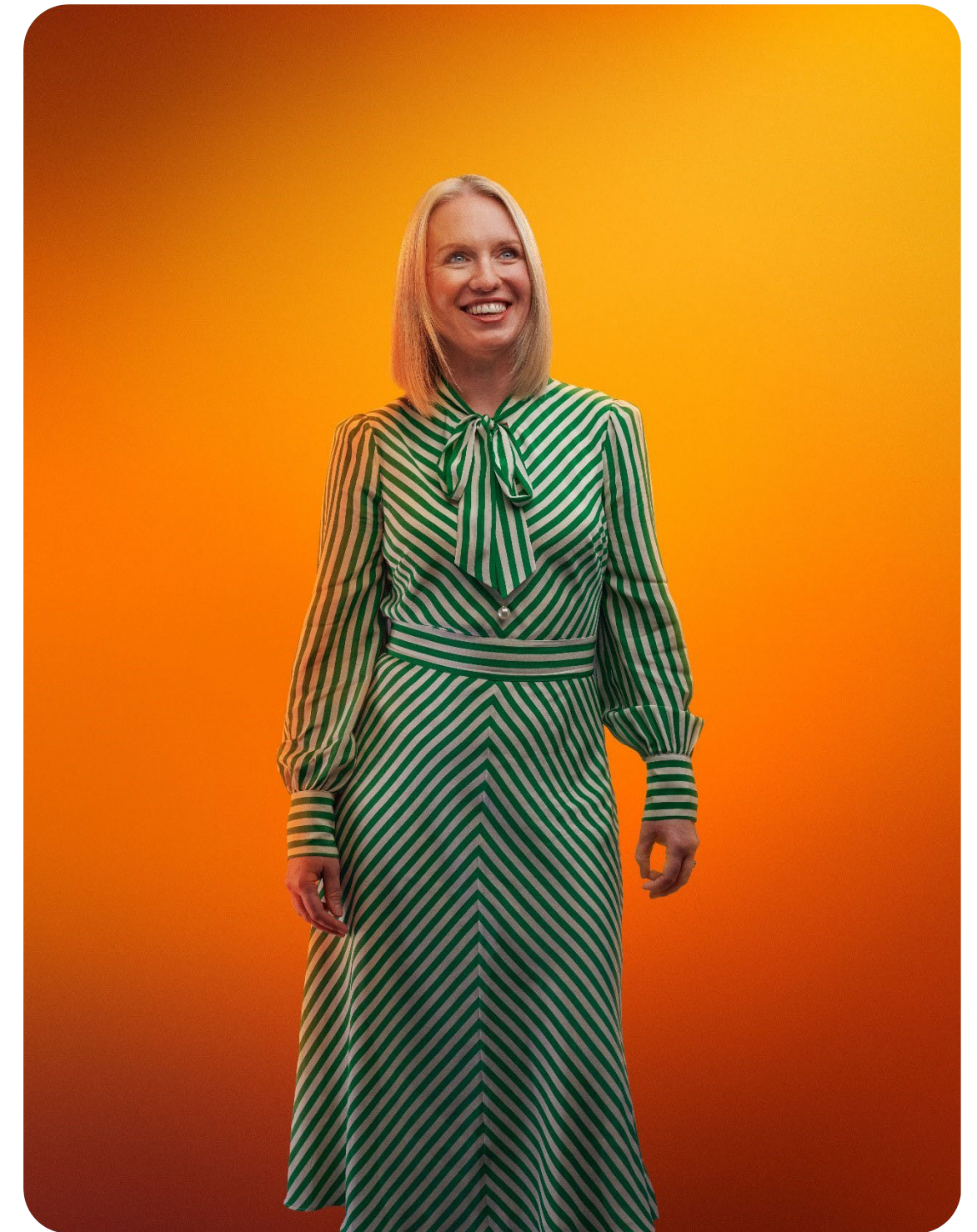


## GSK 401(k) Plan

### IRS deferral limit

- The annual IRS deferral limit applies to your pre-tax and Roth 401(k) contributions plus any contributions you have made to a prior employer's plan for the current year.
  - If you work for multiple employers during a single calendar year, it is your responsibility to monitor your total contributions to all your plans in order not to exceed the IRS annual limits.
- The annual limit does not apply to the GSK contributions.
- The IRS deferral limit for each year is available on the home page of the GSK Benefits Center portal. Look for the '401(k) Plan IRS Limits' tile.

You can take a loan against your 401(k) Plan account balance or take a withdrawal from your account in certain circumstances.



# GSK 401(k) Plan

## Investment options

- The GSK 401(k) Plan offers a diverse range of investment options to enable you to select investments that are appropriate for your personal circumstances. A complete list is available on the GSK Benefits Center portal.
- To help make the decision about your investment choices easier, you may think about these strategies:
  - 1) Invest in a single Target Retirement Date fund
  - 2) Use Index Funds
  - 3) Use Actively Managed Funds
- You can also get help with investment decisions with **EY Navigate** and **Alight Financial Advisors**, part of the **Financial Education resources** available to you.

Refer to the US Benefits Overview for more details about your investment options and Financial Education resources.



Total Reward

## Get help

Learn more about the benefits available to you so you can make the best decisions for you and your family.

GSK



## Resources to support you throughout your employment journey

- Go to the GSK Benefits Center portal to learn about the benefits and programs available to you. You can visit the GSK Benefits Center portal any time to:
  - See the annual value of your compensation and benefits on your Total Reward Statement
  - Check the balance in your 401(k), make changes to your elections, or get investment advice
  - Plan for retirement: understand eligibility for retiree health benefits, run pension projections and use financial planning tools
  - View your current health and life benefits and coverage highlights
  - Make benefit changes related to life events such as having a baby or getting married or divorced
  - View or change your annual Health Savings Account (HSA) contribution (HDHP participants only)
  - Designate or review your beneficiaries for life and AD&D insurances, 401(k) and Cash Balance Pension Plan (if applicable)
  - Review your contribution amounts for benefit elections
  - Access Plan Information to view the US Benefits Overview and Summary Plan Descriptions (SPDs), to learn more about your retirement and health plans
- Watch for important emails from the 'GSK Benefits Center'
- Follow the US Benefits News topic

**If you have any questions about your GSK benefits, call the GSK Benefits Center at 844-358-0600.**