

GSK in Poland

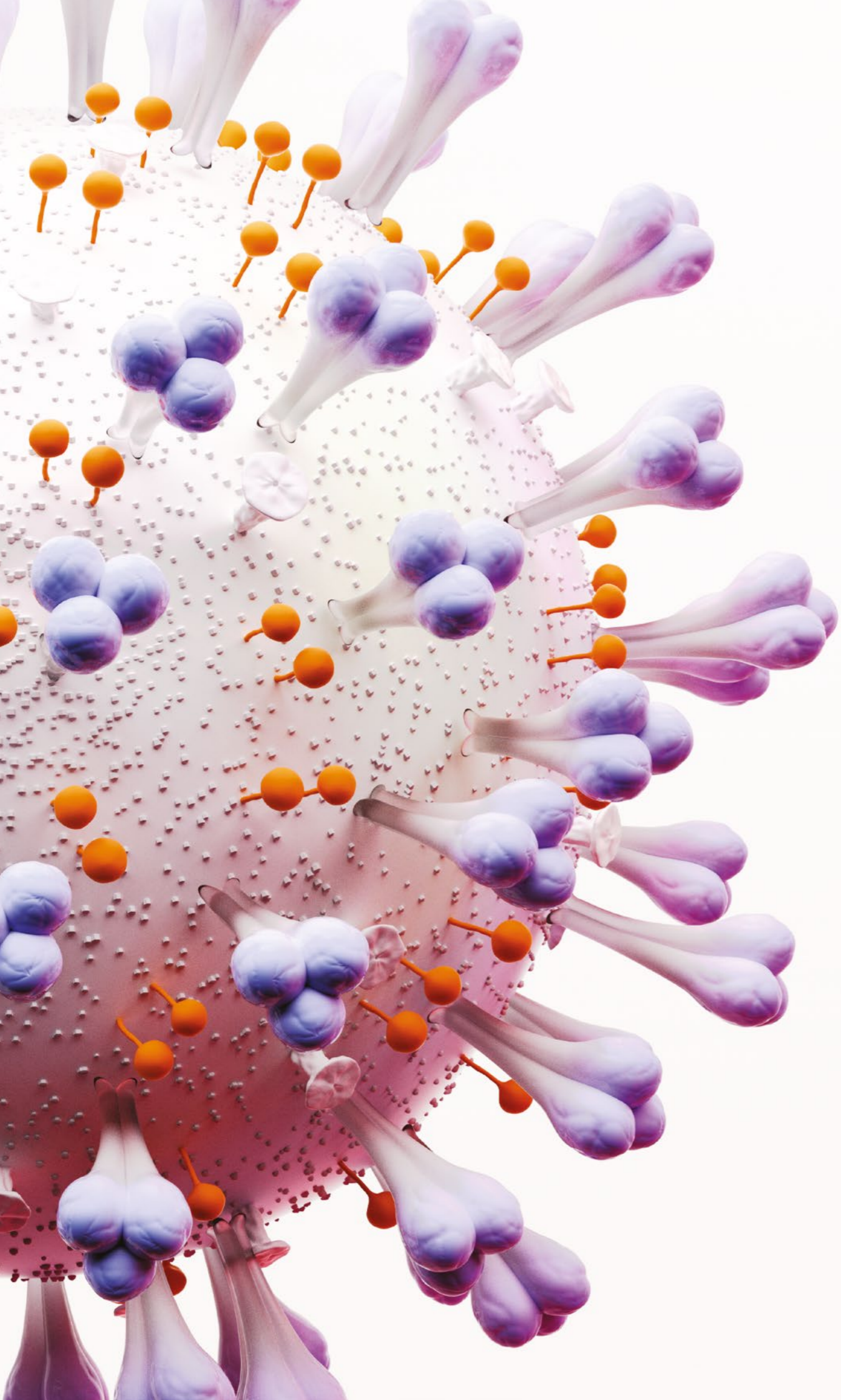
Innovative biopharma company

Leader in health prevention

Partner of the Polish economy



GSK



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Purpose, strategy and culture

GSK is a global biopharma company with a purpose to unite science, technology and talent to get ahead of disease together and positively impact the health of billions of people worldwide.

GSK has a market-leading portfolio of **vaccines, specialty and general medicines** across four core therapeutic areas: infectious diseases, HIV, respiratory/immunology and oncology. The company aims to improve the quality of life and health of more than 2.5 billion individuals by 2031.

GSK unites science...

GSK is focused on developing innovative therapies, using the science of the immune system and advanced technologies, as well as its world-leading capabilities in vaccines and medicines development. The company plans to launch at least 12 new products from 2025, with the majority expected to be approved within the next four years.

technology...

The company is exploring cutting-edge technology solutions such as functional genomics, platform technologies (e.g. mRNA), artificial intelligence (AI) and machine learning (ML) to understand human biology better, accelerate R&D and discover effective therapies. Beyond R&D, data, digital and technology are being used in commercial business, supply chain and global business operations.

and talent.

GSK aims to recruit and develop outstanding, talented employees who share the company's values and are committed to achieving its ambitious goals. It builds partnerships with the world's leading experts in the pharmaceutical industry and academic community to get ahead of disease together.

The global 'Ahead Together' strategy means early intervention

GSK gets ahead of diseases by preventing and treating them with innovations in vaccines and specialty medicines. Early medical interventions and vaccinations across all ages, especially among older people, can prevent and change the course of disease, reduce serious complications and the need for costly hospital

admissions. This supports healthcare systems and reduces the socio-economic burden of lost productivity. Prioritising prevention and an integrated approach to life-course immunisation is crucial in the context of the health challenges faced by Europe's ageing population.

Company culture powers its purpose, drives strategy execution and helps make GSK a place where people can thrive

The GSK **culture** reflects a commitment to be ambitious for patients, accountable for impact and to do the right thing with integrity and care in every situation.

The company operates responsibly for all stakeholders by prioritising **Innovation, Performance** and **Trust**.

An integral part of GSK's strategy is building trust through social and environmental responsibility. The company is one of the ESG leaders in the healthcare industry, making an impact on some of society's most urgent challenges. GSK's six areas of focus for responsible business are: access to medicines; global health and health security; diversity, equity and inclusion; environment; product governance and ethical standards.

"Our health has such a big impact on our lives. And keeping people well not only benefits individuals and their loved ones – it's fundamental to the health of society. That's why at GSK, we believe that preventing and changing the course of disease is the best investment for individuals, communities, health systems and economies. And by using our science and technology to accelerate innovation to prevent disease in the first place, to stop progression and to reduce complications – we can positively impact the lives of millions."

Emma Walmsley
CEO of GSK



GSK in Poland

GSK is one of the largest investors in the Polish pharmaceutical industry. The company's diverse operations in Poland include investing in portfolio development, clinical trials, health education and a global capability centre.

47 years
in Poland
(since 1977)

PLN 2.3bn
in investments
(1998-2024)

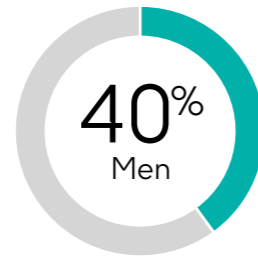
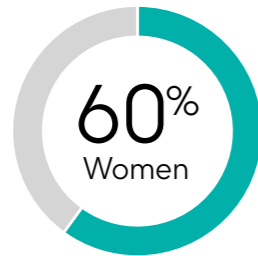


Employment

2,500+
GSK employees
in Poland (2024)

38
nationalities
(2024)

2x
increase in employment
in the last 4 years
(2020-2024)



Warsaw

- GSK Poland Global Hub**
 - GSK R&D Hub
 - GSK Procurement Hub
 - GSK Finance Hub

- GSK Poland Commercial**

- GSK Digital Fuel Accelerator Team**

Poznań

- GSK Poland Global Hub**
 - GSK R&D Hub
 - GSK Digital & Tech Hub
 - GSK Finance Hub
 - GSK HR Hub
 - GSK Global Supply Chain Hub

- Manufacturing site (Delpharm)**

Gdki

- MMW MultiMarket Warehouse**
Distribution and logistics centre for 13 EU markets: Poland, Germany, Czech Republic, Slovakia, Norway, Denmark, Sweden, Finland, Iceland, Lithuania, Latvia, Estonia, Romania

Portfolio

100+ medicines and vaccines for children and adults (infectious diseases, HIV, oncology, respiratory/immunology)

Global Competence Centre

6 global functions in GSK Poland Global Hub (R&D, Finance, Procurement, Tech, HR, Global Supply Chain)

Clinical trials

PLN 23.6mIn
investments in clinical trials conducted in Poland (2023)

230
clinical centres
(2024)

40
clinical trials
(2024)

1,600
patients
(2024)

Manufacturing and distribution

24mIn units
of pharmaceuticals and vaccines delivered to Polish patients (2023)

100mIn units
of pharmaceuticals manufactured in Poland (2023)

130
export markets
(2023)

GSK's contribution to the Polish economy

PLN 1.65bn
total contribution to Poland's GDP (2023)

PLN 331.3mIn
public levies: ZUS, PIT, NFZ, VAT, CIT (2023)

PLN 613mIn
Polish household income generated from GSK activity (2023)

7,500
total number of jobs created as a result of GSK activity (2023)

Partnerships

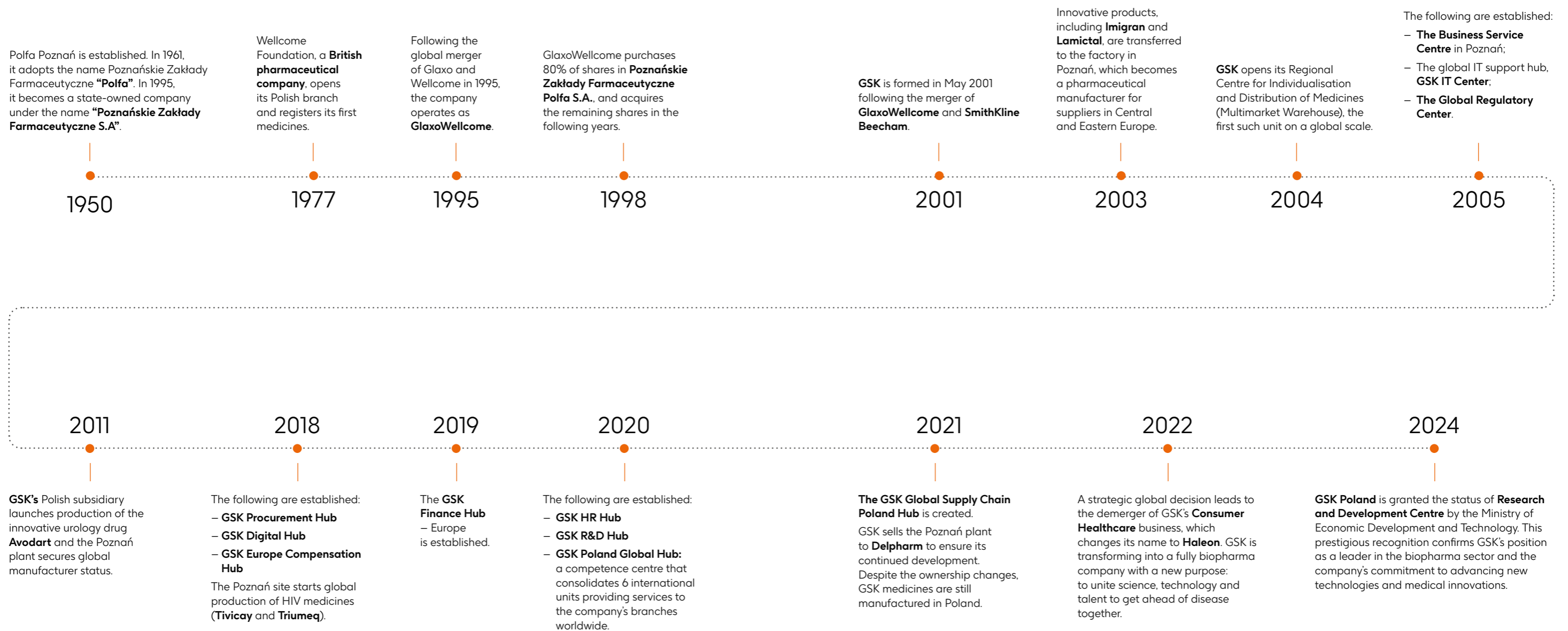
- British Embassy Warsaw
- Industry organisations: INFARMA, Polish-British Chamber of Commerce, Employers of the Republic of Poland, Greater Poland's Employers Association, Press Club Polska
- Poland Global Hub partners: ABSL, CIMA, ACCA; academic community
- GSK is a signatory to the Diversity Charter of the Responsible Business Forum, a member of 30% Club Polska, and a partner of the Warsaw Health Innovation Hub.

GSK in Poland - overview

GSK's history in Poland

With 47 years of presence in Poland, GSK is one of the longest-established pharmaceutical companies in the country.

GSK's history in Poland dates back to 1977, when the Wellcome Foundation opened its Polish branch and had its first medicinal products approved. Following the global merger of Glaxo and Wellcome in 1995, the company operated as Glaxo Wellcome. In 2001, as a result of another global merger between GlaxoWellcome and SmithKline Beecham, the Polish company changed its name to GlaxoSmithKline and then to GSK.



GSK Poland Commercial

GSK provides Polish patients with innovative vaccines and medicines across four major therapeutic areas: infectious diseases, HIV, oncology and respiratory/immunology.

GSK is one of the leading pharmaceutical companies in Poland in terms of sales value and the number of units sold. As part of its commercial operation, GSK launches medical innovations on the Polish market.

GSK in Poland is committed to patient advocacy and works closely with the medical community. It runs educational campaigns aimed at raising awareness about disease prevention and healthcare. It is involved in a number of health, scientific and educational initiatives and works to remove barriers to accessing vaccinations and innovative therapies. The team consists of nearly 200 people based in the Warsaw office and other locations throughout Poland.

- GSK's portfolio comprises **100** different products, including **20** vaccines.
- In 2023, **24 million** packs of GSK medicines and doses of vaccines were delivered to Polish patients.
- Each year, the company delivers more than **2 million** doses of vaccines to patients in Poland, including approx. **1.2 million** doses for the National Immunisation Programme.
- In the last four years (2020-2024), the company has received approval for **12** new products.
- Of the GSK products available in Poland, **53** were reimbursed as of July 2024.¹

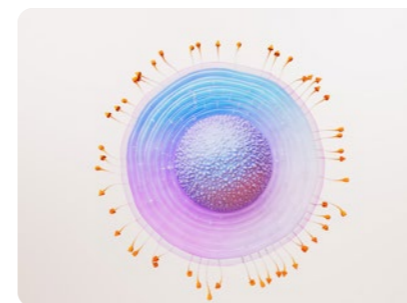
Leader in health prevention

The company's main focus is on infectious disease prevention. In 2023, it strengthened its position as a global leader in vaccines with the launch of two innovative vaccines for adults: a vaccine against herpes zoster and postherpetic neuralgia, and the world's first respiratory syncytial virus (RSV) vaccine. Promoting health prevention at all ages, especially among the elderly, is a key pillar of the company's business. GSK offers solutions that "get ahead of disease", believing that prevention is the best investment in health and is crucial in the context of Poland's ageing population.



¹ Number of medicinal products (individual product presentations/GTIN codes) for which GSK is the marketing authorisation holder or represents the marketing authorisation holder that are included in the Ministry of Health's announcement of 17 June 2024 on the list of reimbursed medicines, foodstuffs for special nutritional use and medical devices. This includes products listed in the medicinal product register and available through drug programmes.

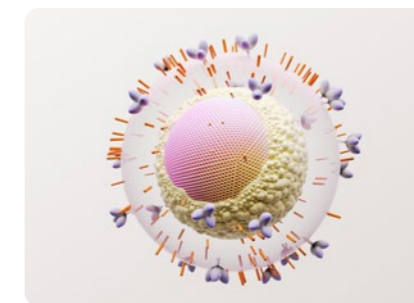
Product portfolio



Vaccines

GSK is one of the world's largest vaccine manufacturers. GSK's vaccines protect people's health at every stage of life - infants, children and adolescents, adults and seniors. The portfolio also includes vaccines recommended before travel.

20+ vaccines in the portfolio
2 million vaccine doses delivered to Polish patients each year
1.5 million vaccine doses delivered every day to patients around the world
4 in 10 children globally receive a GSK vaccine each year



Specialty medicines

GSK is a global leader in infectious diseases, respiratory and HIV medicines and has an emerging portfolio of life-changing cancer medicines. Many of GSK's specialty medicines are pioneering or best-in-class therapies.

1st to pioneer HIV treatments in 1980 and leader in HIV innovation
50 years of helping millions of people with respiratory conditions to breathe more easily



General medicines

GSK's portfolio includes a wide variety of general medicine products, many of them leaders in their class, making life better for millions of people worldwide.

150+ general medicines in GSK's global portfolio: antibiotics, inhaled medicines that have been used for many years to treat asthma and chronic obstructive pulmonary disease (COPD), as well as dermatological, anti-infective, anti-allergic, anti-inflammatory, anti-epileptic, sedative, hypertension medicines, and many others

100+ countries are supplied with GSK products

Selected GSK vaccines and medicines approved in recent years

Vaccines

- Arexvy (RSV)
- Shingrix (shingles)
- Fluarix Tetra (influenza)

Antiretroviral therapies

- Juluca (HIV)
- Vocabria (HIV)
- Apretude (HIV PrEP)

Oncology therapies

- Zejula (ovarian cancer)
- Jemperli (endometrial cancer)
- Omjjara (myelofibrosis)

Other areas

- Nucala (severe asthma, CSRwNP, EGPA, HES)
- Trelegy Ellipta (COPD)
- Benlysta (systemic lupus erythematosus, lupus nephritis)

Core therapeutic areas

Infectious diseases

By combining its expertise in vaccines and pharmaceuticals, GSK can focus on both prevention and treatment of infectious diseases.

- GSK's infectious disease portfolio is the broadest in the pharmaceutical industry and includes vaccines, antibiotics, antivirals and antifungals.
- GSK's vaccines play an important role in the fight against infectious diseases such as herpes zoster, RSV, measles, chickenpox, diphtheria, pertussis, tetanus, poliomyelitis, mumps, rubella, influenza, invasive meningococcal disease, hepatitis A and B, rotavirus, pneumococcal, Hib and HPV infections.
- GSK's portfolio also includes innovative treatments for COVID-19 (sotrovimab), hepatitis B (bepirovirsen) and a new portfolio of anti-infectives (e.g. gepotidacin).
- Two-thirds of GSK's current vaccines and medicines pipeline is focused on infectious diseases (including HIV), confirming the company's leading position in this therapeutic area.

HIV

GSK's goal is to minimise the negative impact of HIV on people's lives by treating, preventing and ultimately curing it.

- GSK pioneered the first HIV treatments. For decades, the company has been transforming the lives of people living with HIV through successive breakthroughs in treating and preventing the infection.
- ViiV Healthcare, a GSK subsidiary, is one of the global leaders in the development and manufacture of antiretroviral (ARV) therapies, with 17 ARV medicines in its portfolio and 6 more in development.
- In 2019, the first two-drug, single-pill ARV regimen was launched in Poland, followed in 2022 by the first bimonthly, long-acting injectable treatment.
- The latest innovation is pre-exposure prophylaxis (PrEP) to reduce the risk of sexually transmitted HIV infection (approved in 2023).
- New therapies are changing the HIV treatment paradigm, reducing the number and frequency of medications taken.

Oncology

Despite cancer being the leading cause of death worldwide, the needs of many patients remain unmet.

- In recent years, GSK has launched several innovative therapies used to treat gynaecological cancers such as ovarian cancer and endometrial cancer, as well as haematology-oncology treatments for plasma cell myeloma and myelofibrosis.
- In 2023, the first and only drug indicated for patients with anaemia and bone marrow fibrosis (myelofibrosis) was authorised in the European Union.
- GSK's medicines are part of the recent developments in personalised medicine, which uses the latest advances in genetics and immuno-oncology.
- At the moment, there are 11 investigational medicines in the company's oncology pipeline that have the potential to improve outcomes in many patients who currently have limited treatment options.

Immunology/Respiratory

GSK has been a leader in delivering medicines that help manage asthma and COPD for over 50 years.

- Personalised approaches and innovative biological treatments are enabling significant improvements in the health outcomes of individuals with immune-mediated conditions, including lupus, and eosinophil-mediated diseases such as: severe asthma with T2 inflammation, chronic rhinosinusitis with nasal polyps (CRSwNP), eosinophilic granulomatosis with polyangiitis (EGPA) and hypereosinophilic syndrome (HES).
- The monoclonal antibody mepolizumab is the first in its class and the only biological treatment approved in Europe and the USA for 4 different eosinophilic disorders.
- Its efficacy, sustained clinical remission and an unquestionable safety profile have been confirmed in multiple clinical trials and real-world clinical practice studies lasting up to six and four years, respectively.
- GSK's expertise in immunology and available therapies help millions of people around the world fight immune and respiratory diseases.

Disease awareness and educational activities

GSK in Poland conducts campaigns and activities to improve public awareness and understanding of diseases. The aim is to educate about health prevention and encourage people to make informed decisions about their health.

Stop shingles
(Półpasiec stop)



Campaign designed to raise awareness of shingles, its symptoms, potential consequences and prevention through vaccination.

Stop RSV
(Nie daj się RSV)



Campaign to raise awareness of the consequences of RSV infection in adults 60+ at risk of severe course and complications following infection.

Get ahead of meningococcus
(Wyprzedź meningokoki)



Campaign that focuses on meningococcus type B that causes invasive meningococcal disease and on ways to prevent infection.

Pertussis – don't risk it
(Krzтусiec – Nie ryzykuj)



Campaign that emphasises the importance of immunisation against pertussis (whooping cough). In Poland, this vaccination is compulsory for children up to the age of 14. Over the years, immunity to infection wanes, so booster doses in adulthood are crucial.

Stop cervical cancer
(Stop Rakowi Szyjki Macicy)



Educational activities aimed at raising awareness of cervical cancer and HPV prevention as a preventable oncological disease.

Cooperation with patient organisations & the medical community in Poland

GSK is committed to working with patient organisations and the medical community and to upholding high ethical standards in doing so. Transparency, honesty and the well-being of patients are company's first priority.

Patient organisations

GSK works with patient advocacy organisations to better understand the needs of patients and the challenges they face in their daily lives. Patient insights guide the company's research and development efforts and actions to support system solutions that address unmet medical needs. The collaboration includes:

- **Providing reliable information** about diseases and treatment options,
- **Supporting patient initiatives** aimed at raising awareness and creating a space for meetings, discussions and exchange of experiences,
- **Encouraging constructive debate** among all those interested in healthcare issues in Poland,
- **Taking action to improve access to care** and the most effective treatment methods.

The company supports patient organisations in a number of therapeutic areas, including oncology, haematology, HIV, rare diseases, respiratory, dermatology and transplantology.

The company's involvement with patient organisations is not intended as a means of promoting medicinal products and all information about the collaboration, including the value of financial support provided to each organisation, is transparently disclosed to the public on an annual basis.

Medical and scientific community

For many years, GSK in Poland has been actively involved in promoting health and improving the quality of patient care by acting as an educational advisor to the medical community.

- A dedicated medical team and nearly **100** scientific consultants work with healthcare professionals across Poland to provide doctors with key information on individual medicines and vaccines, making it easier for them to understand how they are used in clinical practice.
- As part of its independent medical education efforts, GSK has carried out a number of projects in Poland in the area of innovative diagnostics, prevention and therapy. These include training courses, webinars, workshops and expert panels.
- GSK supports medical education by partnering with Polish scientific societies, engaging with the nursing community and actively supporting selected institutions and public health organisations.

GSK's engagement with the scientific community and researchers in clinical trials is based on fair and objective principles and a policy of full disclosure. Therefore, all financial contributions made to healthcare professionals and healthcare organisations are disclosed in accordance with the EFPIA Code and INFARMA guidelines.



GSK Poland Global Hub

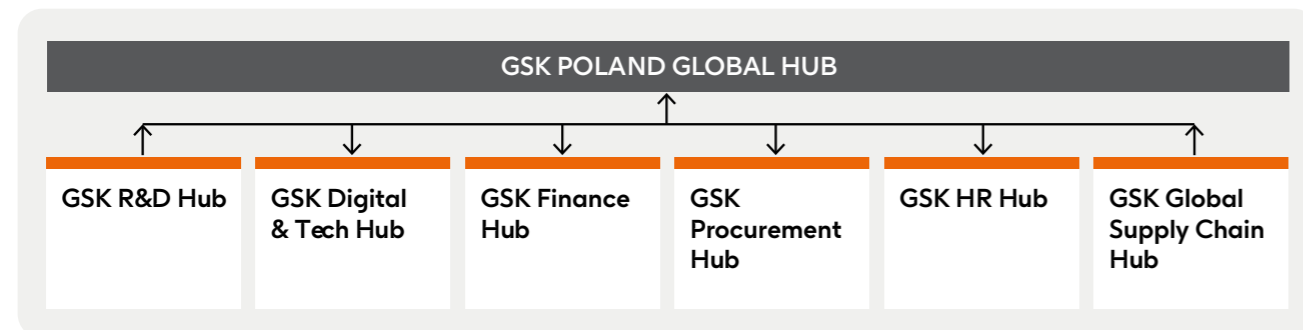
The company has strengthened its footprint in Poland by opening the GSK Poland Global Hub – a global capability centre providing R&D and business support functions as a pivotal component of GSK's global mission.

Poland is home to GSK's multifunctional Poland Global Hub, established in 2021. Its employees are involved in key business processes and support GSK's operations globally, enhancing the company's capabilities across R&D, digital & tech, finance, procurement, people services, and global supply chain functions. The GSK Poland Global Hub plays a strategic role in the global operational network, and its hubs in Poznań and Warsaw are some of the fastest-growing GSK locations Worldwide. With its integrated approach to business support functions and R&D activities, the Hub drives innovation and excellence within GSK worldwide.

- Poland's role within GSK has significantly evolved over the past 15 years, particularly in the domains of information technology and pharmaceutical product registration. Polish teams have been pivotal in supporting GSK's global operations, extending their expertise beyond national borders.

In recent years, GSK's business units in Warsaw and Poznań have grown in importance within the global operational network, becoming an integral part of the company's strategic initiatives.

GSK Poland Global Hub consolidates six global functions



GSK's global transformation has led to a significant expansion of its operations in Poland

- A dynamic **increase in the number of employees**, rising from approx. **700** people in 2019 to over **2300** employees in 2024.
- The creation of numerous **highly specialised roles**, including strategic functions and critical processes management positions.
- **Increased specialisation and growing capabilities** in key areas such as R&D, Digital & Tech and Finance.
- **An integrated approach** to business support functions and R&D activities, driving innovation across GSK globally.
- **Intensive growth of the R&D Hub**: almost 5-fold increase in the number of employees since its establishment.
- **Importance in the global network**: Poland Global Hub is the second largest organisational unit of its kind in GSK's structures, with others operating in India (Bangalore), Malaysia (Kuala Lumpur), Costa Rica, and Pakistan (Karachi).

GSK Poland Global Hub is committed to fostering a culture of inclusion

- Diversity is a core principle and an essential element of GSK's corporate culture: **2300** professionals in different fields.
- Hub employees represent **38** nationalities and speak a total of **20** languages.
- **10%** of employees are non-Polish citizens.
- Gender balance has been achieved, with a workforce comprising **60%** female and **40%** male employees. Both genders are equally represented in management positions, underscoring GSK's commitment to equity and fair opportunities.
- GSK promotes diversity in terms of sexual orientation and age.
- The company is open to neurodiversity and is dedicated to hiring neuroatypical candidates.
- A diverse and inclusive working environment encourages innovation and collaboration, fostering a culture where employees from various backgrounds can thrive.

GSK Poland Global Hub develops talent

As well as generating value for the business as a whole, the co-location of the six business functions in Poland promotes multidisciplinary and creates attractive development paths for employees. This enables GSK in Poland to realise and utilise the aspirations and talents of employees over

many years, thereby fostering loyalty to the company. The company's dedication to recruiting the best talent and supporting professional development of employees demonstrates its commitment to enhancing competencies within Polish operations.



GSK R&D Hub

Established: 2020

Location: Warsaw, Poznań

Employees: over 600

Scope of activity: Conducting and coordinating global clinical trials worldwide, authorisation procedures for new medicinal products, pharmacovigilance, as well as scientific and medical verification of clinical trials data.

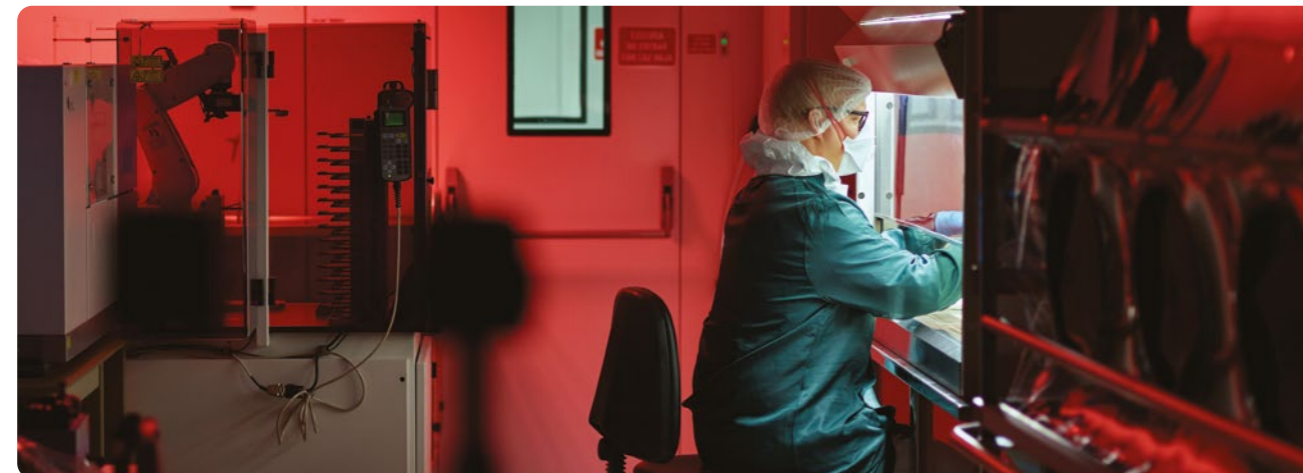
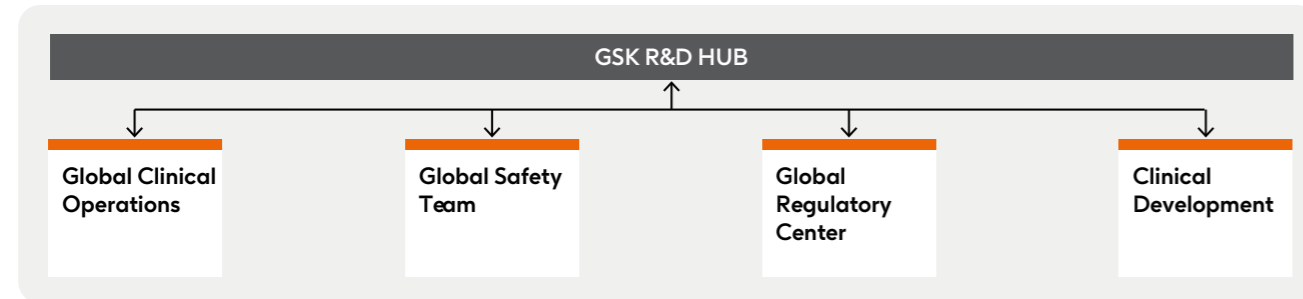
The GSK R&D Hub is a global research and development centre. Similar R&D centres are located in India, Belgium, Italy, the UK and the US. The Polish R&D Hub comprises more than a dozen teams involved in the global development of medicines and vaccines.

- The Global Clinical Operations team is responsible for conducting clinical research, data collection and analysis, central monitoring as well as quality and risk management. The team's members contribute to the planning, execution and reporting of more than **300** clinical trials involving a total of several thousand patients and medical sites in more than **60** countries.
- The Clinical Trial Medical Review Team is responsible for ensuring the high quality and integrity of clinical trial data.
- The preparation and management of application dossiers for GSK medicines and vaccines is handled by the Global Regulatory Center. It supports the management of more than **20,000** marketing authorisations issued for GSK products in **170** countries.
- The Global Safety Team analyses reported side effects and conducts pharmacovigilance procedures.

- The R&D Hub also includes the following teams: Medical Affairs; Quality, Capability and Risk Management Strategy; Digital Analytics & Performance and Clinical Lab Sciences.

In December 2021, GSK joined the **Warsaw Health Innovation Hub**, a joint project of the Medical Research Agency and industry leaders from the medical, pharmaceutical and biotechnology sectors.

In 2024, GSK was granted the status of a **Research and Development Centre (R&DC)** by the Minister of Economic Development and Technology. This places GSK in an elite group of companies conducting research or development work of value to the Polish economy, providing important scientific and technical support for their industries and areas of specialisation. The distinction confirms GSK's leading position in the biopharmaceutical sector and the company's commitment to developing new technologies and medical innovations. The R&DC status was awarded in recognition of the company's long-term dedication to research in Poland.



Clinical trials in Poland

GSK conducts clinical trials in several therapeutic areas, working with sites and researchers across the country.

The local Clinical Research Department has been operating in Poland since **1984**, demonstrating the company's strong focus on research and development activities. The team comprises several dozen people who coordinate the implementation of global research in Polish clinics and hospitals, and oversee research conducted in 9 other countries.

40

research projects

230

clinical centres

1,600

patients (number of participants by the end of 2024)

5

therapeutic areas (oncology, inflammatory diseases, respiratory diseases, infectious diseases, gastroenterology)

4

types of cancer (breast cancer, head and neck cancer, lung cancer, multiple myeloma)

9

markets supervised by the team based in Poland

PLN 23.6mIn

value of clinical trials funded in 2023.

GSK Global Capability Centre Digital & Tech

Established: 2005
Location: Poznań, Warsaw
Employees: over 650

Scope of activity: Advanced technology services for all GSK locations worldwide, such as cybersecurity, core technology, development and management of technology products used at GSK (including critical products), risk and compliance, strategy and transformation, IT infrastructure, as well as HR and e-learning platforms.

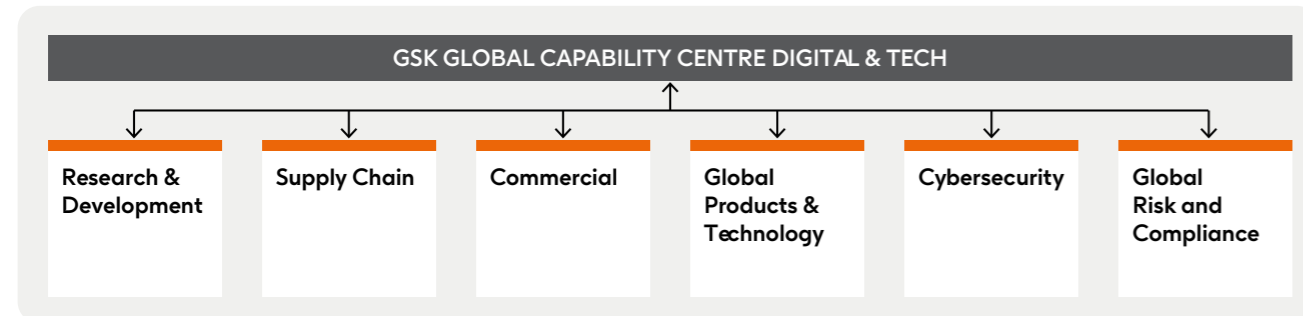
The GSK Global Capability Centre Digital & Tech (D&T) is the largest technology hub within GSK and the oldest Hub in the structures of Poland Global Hub. Its services support a variety of business units, including R&D, manufacturing, supply chain, commercial operations and pharmacovigilance, ensuring seamless operations from the discovery of new medicines and vaccines to manufacturing and sales.

- The Poznań centre supports **33%** of the entire GSK Digital & Tech organization, with a notable achievement of supporting and developing **7000** apps in Poznań.
- The centre serves as the main GSK Cyber Security Hub and operates with a product-oriented approach. The centre also houses teams specialising in artificial intelligence and machine learning, crucial for interpreting

genetic and genomic data to support drug discovery and development.

- It promotes hybrid working patterns and emphasizes continuous growth, particularly in the cybersecurity and R&D Digital & Tech domains.
- Its collaboration with Poznan University of Technology and membership of the Association of Business Service Leaders (ABSL) underscore its commitment to academic partnerships and industry leadership.

The GSK Global Capability Centre Digital & Tech in Poland plays a crucial role in enhancing technological innovation and supporting GSK's global operations, contributing significantly to the company's mission of improving people's health through advanced technology solutions.



GSK Finance Hub – Europe

Established: 2019
Location: Poznań, Warsaw
Employees: approx. 400

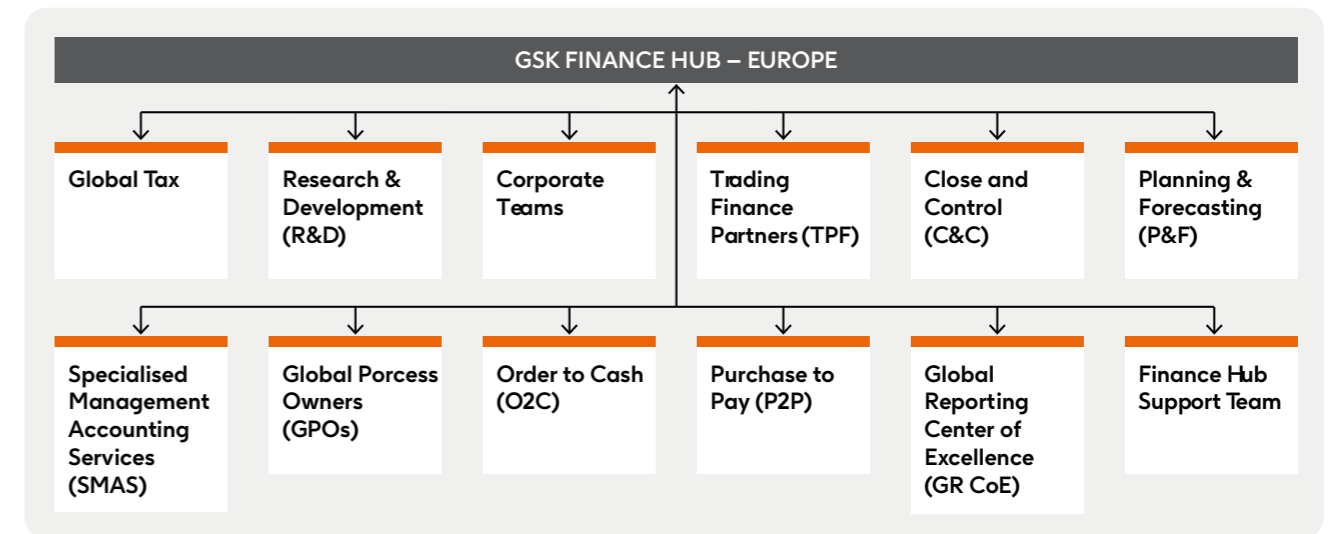
Scope of activity: Advanced finance services to GSK European and global operations, including comprehensive support for key end-to-end finance processes such as Close & Control, Planning & Forecasting, Finance Partnering, Global Reporting and other specialist tax and accounting activities such as production accounting and R&D deal and alliance accounting.

GSK Finance Hub – Europe is one of four financial centers operating within GSK's global structures.

- The hub provides support for more than **30** markets in Europe and other locations around the world.
- Its employees can benefit from funded training programmes to improve their professional skills. GSK has a long-standing working relationship with CIMA

and ACCA. With access to the awarded CIMA Finance Leadership Program (CIMA FLP) and ACCA certification programs, team members are offered a chance to acquire internationally recognized qualifications.

The hub is driven by GSK's values through the usage of technology and digital processes to bring the highest standards and serve patients.



GSK Procurement Hub

Established: 2018

Location: Warsaw

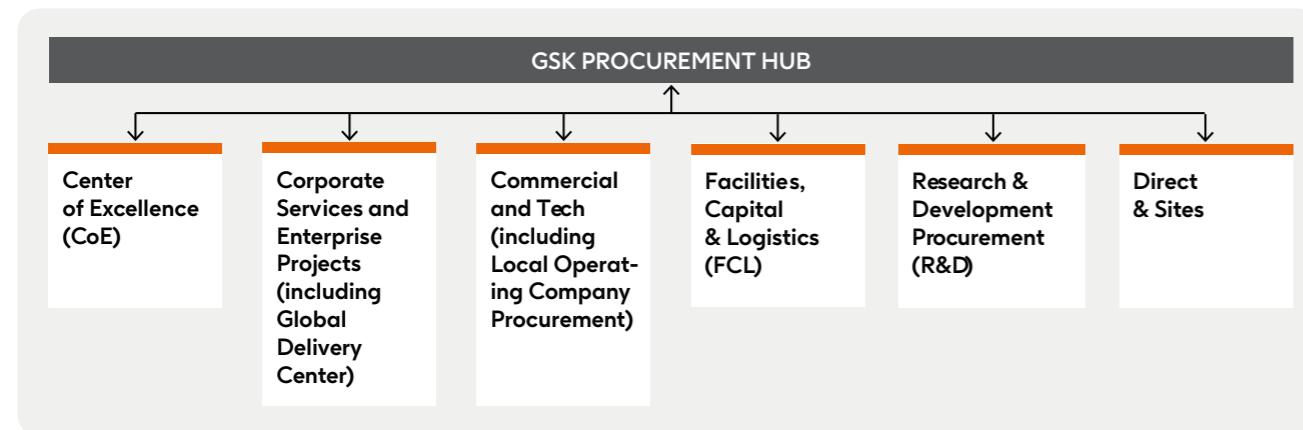
Employees: approx. 100

Scope of activity: Strategic procurement support to all GSK business units around the world.

GSK Procurement Hub is the first global procurement hub within the GSK organisation.

- It provides strategic procurement support to all businesses globally related to GSK operations, including raw materials procurement categories, R&D,

- manufacturing or goods and services categories such as marketing and sales, technology, corporate and professional services, facilities and logistics.
- GSK Procurement Hub supports procurement owned processes like the contingent worker process and travel and expenses systems process.



GSK HR Hub – EMEA Service Center + Global HR roles

Established: 2020

Location: Poznań

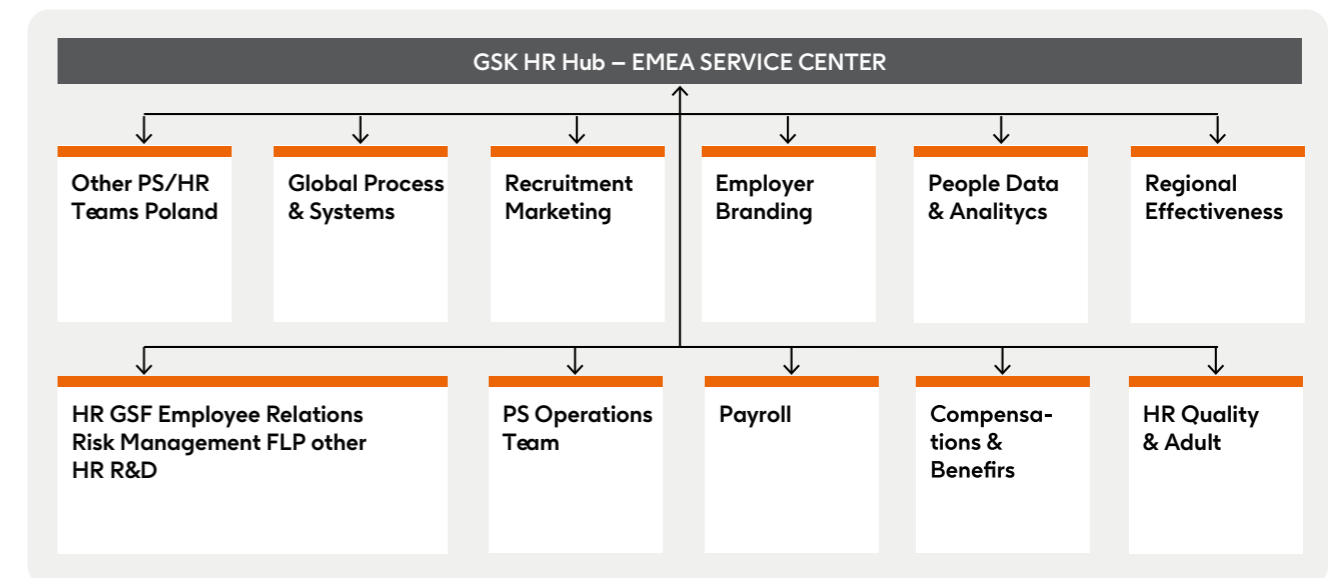
Employees: over 200 (140 in the EMEA Service Center and 60 in global HR roles)

Scope of activity: Providing end-to-end employee services, including people services operations, data management, payroll, compensations and benefits, global mobility, HR quality and audits, as well as regional effectiveness support within the EMEA region.

GSK HR Hub - EMEA Service Center was established as a result of the global transformation of HR structures. The unit has centralised the management of human resources and payroll processes that were previously handled locally.

- It provides a consistent service to approx. **44,000** GSK employees in **45** countries across Europe and the Middle East (EMEA), including comprehensive support for 6 major markets such as the UK, Belgium, France, Germany, Italy and Poland.
- HR support is available in **8** languages, providing GSK's diverse workforce with accessible, efficient service.
- As well as providing regular services to employees, the team is also responsible for coordinating processes related to recruitment, job transitions, development and training, risk management and employer branding.

- Other global roles are specialist positions providing services related to the management and design of global HR processes, project management, talent management, global recruitment marketing or employee relations management for European markets.
- All high-volume, transactional and standardised activities have been consolidated into Service Centres, which operate under standardised management aligned with global performance indicators.
 - Employees have access to HR support through the ServiceNow portal, which is the primary HR information platform. The implementation of ServiceNow, along with new processes and technologies, aims to enhance the employee experience and ensure an effective response to employee concerns.



GSK Global Supply Chain Poland Hub

Established: 2021

Location: Poznań

Employees: approx. 300

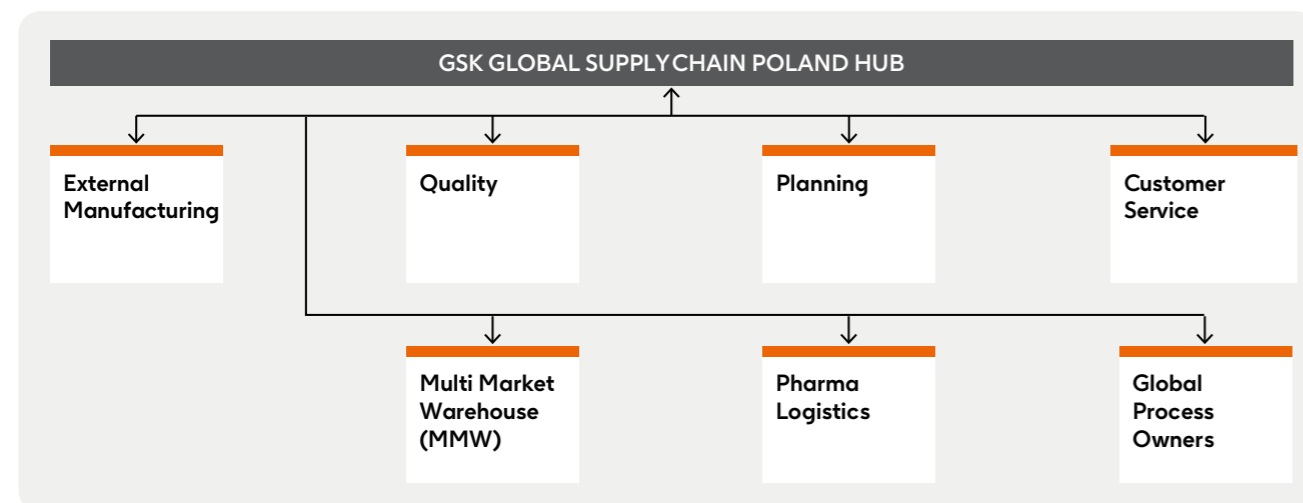
Scope of activity: Managing GSK's Global Supply Chain (GSC) operations, driving the implementation and development of processes in areas such as customer service, quality assurance, external supply, logistics, planning and management of GSK's outsourced pharmaceutical manufacturing.

GSK Global Supply Chain (GSC) Poland Hub is the largest in GSK's supply chain network. Poland based teams provide services to numerous markets and control multiple global processes. Medicines planned in Poznań are exported worldwide, underscoring the hub's critical role in GSK's global operations.

- The GSC Poland Hub Service Team supports **60,000** customers across **33** European countries, processing **600,000** sales orders annually.
- The External Suppliers Team manages **30** Contract Manufacturing Organisations, overseeing the production of **245 million** packs at external sites.
- The Planning Team handles supply management for General Medicines and **30** Contract Manufacturing Organisations.
- The Local Operating Company (LOC) Quality Team releases products for **16** countries.

- The team includes Global Process Owners (GPOs) who shape business processes used across the company.
- The hub manages the pharmaceutical distribution and logistics centre in Gądkki, near Poznań.
- The collaboration with the Poznań University of Economics and Business demonstrates a commitment to academic partnerships.

The GSC Poland Hub is the only logistics and quality capability centre in the Wielkopolskie Voivodeship. It makes a significant contribution to the local economy and aims for continuous development, focusing on employment growth and expanding partnerships, with a steadfast commitment to excellence and innovation in supply chain management. By supporting extensive customer services and managing critical supply and quality processes, the GSC Poland Hub ensures that patients worldwide receive essential medicines efficiently and reliably.



Production and Distribution of Medicines in Poland

GSK medicines have been produced in Poland for 26 years. In 2023, approximately 24 million packs of GSK medicines and vaccine doses reached Polish patients.

Manufacturing of medicinal products in Poland

GSK medicines have been manufactured in Poland since 1998, when the company acquired its Poznań factory. Until 2021, GSK consistently invested in modernising the facility and relocated the production of several dozen medicines there.

In line with GSK strategy, the production of GSK's medicines in that factory was handed over to an external partner (Delpharm). Despite the change in ownership, the plant continues to produce all medicines previously manufactured by GSK under contractual agreements.

- Around **80** types of GSK medicinal products are produced in Poznań.
- GSK medicines manufactured in Poland are distributed to patients in Poland and in **130** countries worldwide.
- The facility produces over **8.7 million** tablets and **1.3 million** capsules daily.
- In 2023, a total of approximately **100 million** packs of GSK medicines and other products were produced, including around **65 million** packs of tablets, **20 million** packs of capsules, and **15 million** packs of creams and ointments.
- These medicines are used in the treatment of HIV, respiratory and urogenital diseases, autoimmune and inflammatory conditions, as well as dermatological, neurological, and cardiovascular disorders.



Distribution and Logistics Centre

Poland is a key hub for managing the supply of medicines and vaccines to many international markets. The GSK distribution centre is located in Gądko, near Poznań, and is known as the **MMW (MultiMarket Warehouse)**.

Storage and distribution

- 13 European Union countries: Poland, Germany, Czech Republic, Slovakia, Norway, Denmark, Sweden, Finland, Iceland, Lithuania, Latvia, Estonia, Romania.
- Supplies to over **20,000** customers.
- **520,000** orders per year, ensuring that **63 million** packs of medicines and **10 million** doses of vaccines reach patients.
- In 2023, around **24 million** packs of medicines and vaccine doses were delivered to Polish patients, including approximately **1.2 million** vaccine doses for the National Immunisation Programme. Medicine and vaccine deliveries covered **6,600** points across Poland.
- Packaging of around **1.2 million** product packages compliant with GMP standards.
- Product serialisation.

Supply network for European partners



GSK Digital Fuel Accelerator Team

Poland is also home to the Digital Fuel Accelerator Team responsible for promoting GSK's medicines and vaccines.

The GSK Digital Fuel Accelerators are an independent, international GSK team operating in Warsaw since 2018. It is responsible for preparing and implementing cutting-edge marketing campaigns, including omnichannel, optimized digital campaigns aligned with global and regional strategic priorities across GSK portfolio of medicines and vaccines.

The team leverages GSK's strategic and portfolio knowledge, best practices, and innovative technologies to maximize

performance and drive efficiency through agile ways of working and data-driven decision making.

By managing end-to-end execution and integrating into GSK's tech ecosystem, Accelerator Fuel Digital Team ensures minimal burden on local sales, marketing and medical teams, while indirectly building digital capabilities. This trusted partnership aims to deliver superior customer experiences with GSK for both healthcare professionals and patients.



GSK as an employer

GSK is committed to developing people at all levels of the organisation. The company invests in training, encourages participation in mentoring programmes, promotes the acquisition of new skills and reinforces a culture of Diversity, Equity & Inclusion (DEI).

A company where talents can thrive

GSK's people policies are inextricably linked to the company's "Ahead Together" strategy, which is based on three pillars - working together to create an organisation where everyone can: be themselves, thrive and feel good.

Organisational diversity creates more opportunities for innovative solutions that can improve the quality of life and health outcomes for patients. That is why the company recruits **talented people** and invests in their development. It gives priority to people who share its values, believe in its mission and are committed to achieving ambitious goals together.

Among other things, the company offers its employees:

- A competitive base salary,
- Long-term incentive plans and a pension plan,
- Access to healthcare and wellness programmes,
- An annual bonus linked to business performance,
- Learning and career advancement opportunities,
- An employee recognition programme,
- The opportunity to work with outstanding professionals and a personalised approach to career development (coaching, mentoring, training and development schemes).

Work arrangements allow employees to manage their time according to their needs and capabilities. There is a range of **diverse and inclusive benefits** available, including remote and flexible working, additional days off, subsidised home office equipment the option to work shorter hours or reduced hours on Fridays. Comprehensive health support includes child and adult immunisation, psychological support and sabbatical leave of between 1 and 6 months.

In 2023, the company took a further step to promote **work-life balance** by extending its employee and family support programme to include additional fully paid parental leave (18 weeks) for childcare for both parents in all types of families as well as leave to care for a sick relative in the event of serious illness or hospitalisation (20 days). Parental leave is also available to parents employed at GSK who do not have parental rights under Polish law.

The company supports employees and their partners in all types of families and relationships. For example, it has introduced medical and life insurance schemes that also cover domestic partners, or a day of marriage leave for same-sex couples. These are further solutions that go beyond the current labour laws in Poland. The implementation of the new benefits is an important part of GSK's inclusion and diversity efforts.

Leader in diversity management

GSK Poland's commitment to inclusion is embedded in the company's global strategy to promote workplace diversity. Since 2013, the company has been a signatory of the **Diversity Charter**, initiated in Poland by the **Responsible Business Forum**. It is also a member of the **30% Club Poland**, which supports women in their professional development and advancement towards management and supervisory board positions.

The company is committed to upholding the **principle of non-discrimination** in the workplace and to promoting social cohesion and equality. It is firmly opposed to any form of discrimination, particularly on the grounds of origin, gender, sexual orientation or religion.

The company's activities are aimed at fostering a **culture of inclusion**. It has implemented the DEI strategy, which stands for Diversity, Equity & Inclusivity. A core aspect of this strategy is building diverse and inclusive teams and increasing the representation of women in leadership roles. Inclusion indicators are reviewed as part of the annual employee engagement survey.

As a result of grassroots initiatives, **Employee Resource Groups (ERGs)** have been established in the company. Employees involved in these groups help to create a work environment that is welcoming to all and, as experts in their fields, they also act as advisors to the business, helping the company to achieve its strategic goals and implement its DEI policy. At the moment, GSK Poland has four employee groups supporting people with disabilities, non-Polish speakers, the LGBTQ+ community and women at all stages of their careers. A further group is currently being set up to

support the so-called Silvers (i.e. people aged 50+). In total, more than 500 employees are involved in initiatives aimed at promoting social equality and diversity.

As a result of its commitment to the DEI strategy, GSK:

- Won the Forbes Woman and Share the Care Foundation competition in the "Working Dad" category,
- Won first place in the DE&I category of the HR Angel 2024 competition,

- Was nominated for the "Menopause" project in the Responsible Business Forum's Diversity Charter competition in the "Innovative Approach" category,
- Was nominated for the Polish Diversity Awards 2024 in the "Gender" category.

In 2024, GSK was one of the leaders in diversity and inclusion management in Poland and received the prestigious **Diversity IN Check certificate**.



GSK's contribution to Poland's economic and social development

Every enterprise has a much greater impact on the economy than can be inferred from easily measurable categories such as sales, salaries paid or profits made. GSK's activities in Poland contribute to the growth of many other companies that work with GSK - whether as suppliers of services, goods

or clinical research collaborators. This means that GSK and the companies it works with add value to the Polish economy, sustaining jobs and paying wages. This translates into additional income for consumers, driving demand for goods and services across multiple industries.

Gsk's contribution to the Polish economy – analysis overview²

GSK's contribution to the gross domestic product:

PLN 1.65bn

total contribution to Poland's GDP amounted to (2023)

Impact on household income:

PLN 613mln

Polish household income generated from GSK activity (2023)

Impact on jobs retention:

7,495

jobs created in Poland as a result of GSK activity (2023)

Impact on public levies:

PLN 331mln

in taxes, social and health insurance contributions paid thanks to GSK (2023)

GSK investments in Poland:

PLN 2.3bn

from the beginning of investment activity (1998 - 2024)



Contribution to GDP (gross value added)

GSK companies operating in Poland made a direct contribution of PLN 930 million to the Polish GDP in 2023. Taking into account indirect and induced effects, which amounted to almost 80% of the GDP directly generated by GSK, the total contribution amounted to PLN 1.65 billion.

| Contribution to GDP (value added) | GSK total |
|-----------------------------------|-------------------|
| direct effect | PLN930mln |
| indirect effect | PLN194mln |
| induced effect | PLN526mln |
| Total economic impact | PLN1,650bn |

Source: Own analysis based on data provided by GSK and Statistics Poland (GUS). The results relate to the operations of all GSK companies in Poland, including GSK Services, GSK Commercial and the Group's parent company, GSK PSC.

| Jobs retained | GSK total |
|------------------------------|--------------|
| direct effect | 2,301 |
| indirect effect | 1,178 |
| induced effect | 4,015 |
| Total economic impact | 7,495 |

Source: Own analysis based on data provided by GSK and Statistics Poland (GUS). The results relate to the operations of all GSK companies in Poland, including GSK Services, GSK Commercial and the Group's parent company, GSK PSC.

The above results indicate that GSK has a significant and positive impact on the Polish economy by creating new high-productivity, highly-paid jobs. Dynamic growth is particularly evident in the case of jobs related to the provision of specialised business and technology services, and scientific activity (GSK Services company).

GSK's contribution to the Polish economy is also driven by research and development investments, especially clinical trials and the purchase and distribution of medicines in Poland.

Impact on household income

The total value of net wages paid by GSK in 2023 was PLN 440 million, while the total economic impact on the net income of Polish households was PLN 613 million.

| Net household income | GSK total |
|------------------------------|------------------|
| direct effect | PLN437mln |
| indirect effect | PLN49mln |
| induced effect | PLN127mln |
| Total economic impact | PLN613mln |

Source: Own analysis based on data provided by GSK and Statistics Poland (GUS). The results relate to the operations of all GSK companies in Poland, including GSK Services, GSK Commercial and the Group's parent company, GSK PSC.

Impact of GSK's activities on specific sectors of the Polish economy

Taking into account the characteristics of the goods and services purchased by GSK from Polish suppliers (indirect effects), the largest impact on the generation of GDP concerns the business services sector (legal, accounting, consultancy, advertising and marketing services) and scientific research, other market services (e.g. IT and telecommunications), the manufacture of pharmaceuticals and pharmaceutical products and wholesale trade.

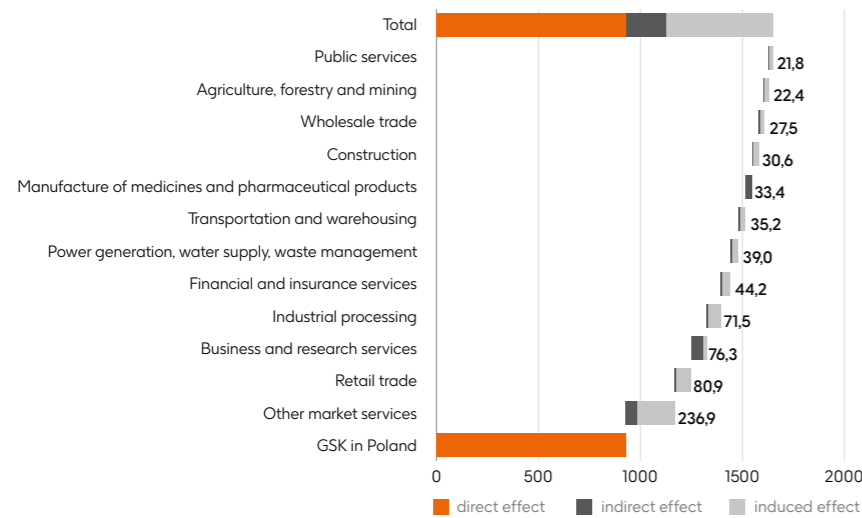
The wages and salaries paid by GSK and its collaborating companies, considered as an additional source of demand in the economy (induced effects), have the greatest impact on GDP generation in market services (such as tourism, catering, publishing, telecommunications, IT, real estate or culture), retail trade, manufacturing and financial and insurance services. The structure of consumer spending and the demand stimulus generated in many sectors of the economy is determined by the characteristics of the average consumer's spending (the annual shopping basket that includes a wide variety of goods and services).

Impact on jobs retention

GSK in Poland directly retained more than 2,300 jobs in 2023. However, taking into account the indirect and induced effect, GSK's operations in Poland contribute to the retention of nearly 7,500 full-time jobs in supplier companies and businesses that profit from the generated consumer demand.

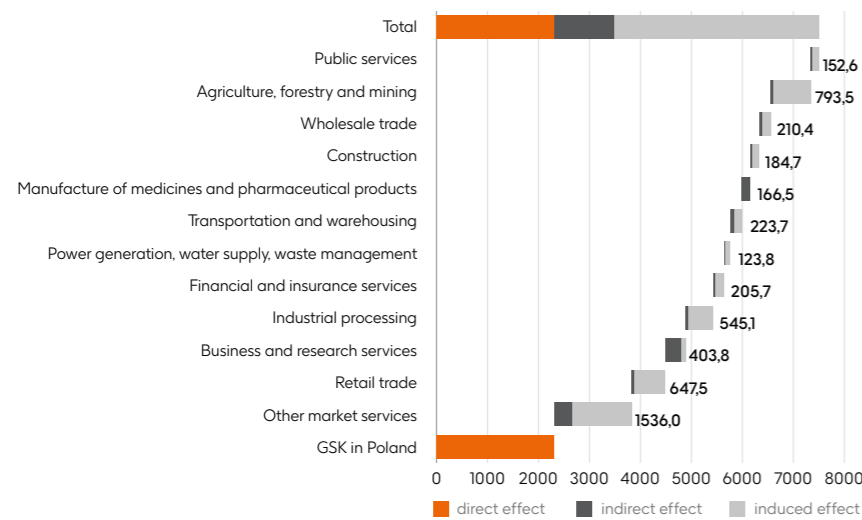
² The results relate to the operations of all GSK companies in Poland, including GSK Services, GSK Commercial and the Group's parent company, GSK PSC.

Contribution to gross value added (GDP), in PLN million



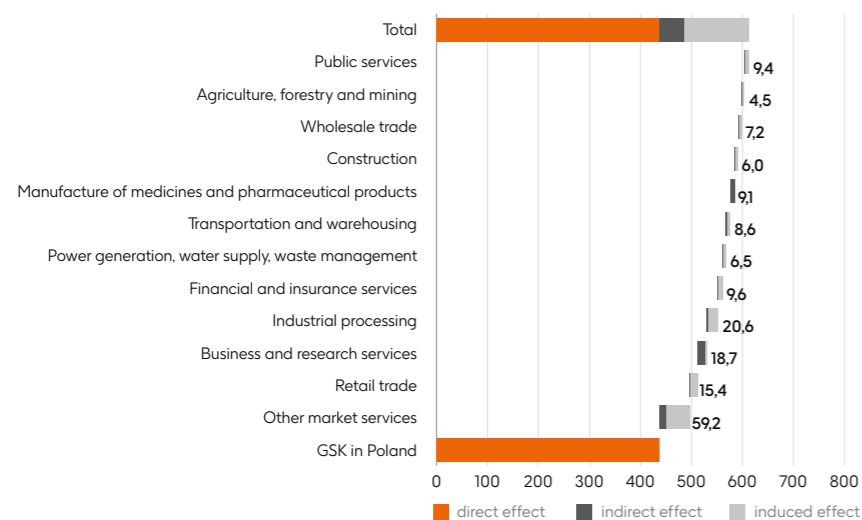
Source: Own analysis based on data provided by GSK and Statistics Poland (GUS). The results relate to the operations of all GSK companies in Poland, including GSK Services, GSK Commercial and the Group's parent company, GSK PSC.

Impact on jobs retention (number of jobs retained)



Source: Own analysis based on data provided by GSK and Statistics Poland (GUS). The results relate to the operations of all GSK companies in Poland, including GSK Services, GSK Commercial and the Group's parent company, GSK PSC.

Impact on net household income, in PLN million



Source: Own analysis based on data provided by GSK and Statistics Poland (GUS). The results relate to the operations of all GSK companies in Poland, including GSK Services, GSK Commercial and the Group's parent company, GSK PSC.

Impact of GSK's activities on public levies paid

As a result of GSK's activities, including in particular the provision of high-quality and well-paid jobs, the public finance sector has received more than PLN 330 million in tax revenue and compulsory contributions. The table below shows the estimated value of public levies paid by GSK as a taxpayer or payer in 2023.

GSK's investment in Poland

WIn 2023, GSK funded clinical trials worth PLN 23 million. Taking into account sponsorship of clinical trials in previous years and fixed capital formation, GSK has invested almost PLN 2.3 billion in Poland since 1998.³

| Public levy | Amount paid in 2023 (in PLN million) |
|--|--------------------------------------|
| Total social insurance contributions (ZUS) | 194.3 |
| PIT | 59.8 |
| Health insurance contribution (NFZ) | 51.7 |
| VAT | 11.8 |
| CIT | 9.9 |
| Other taxes and fees | 3.9 |
| Total of the above categories | 331.3 |

- At the company level, it shows what economic value the company "adds" in the value chain, i.e. by how much the value of the goods and services produced exceeds the costs of the goods and services purchased to produce them;
- At the level of the economy, gross value added is a major component of Gross Domestic Product, which is a measure of the value of final goods and services produced, and an important indicator of a society's standard of living.

Any enterprise operating in a market economy must create positive gross value added in order to be able to cover wage costs, depreciation, taxes on products and, finally, to generate profit. If no economic value is generated, it cannot be distributed to pay wages or dividends, to cover depreciation and to pay public levies.

Methodology of analysis

The analysis is based on an input-output model. The main advantage of adopting this model is that it can be used to estimate additional business effects, beyond the direct gross value added created, jobs retained or wages paid. Thus, in addition to the direct business effects of GSK companies, the following can be distinguished and estimated:

- Indirect effects, related to purchases of goods and services from other companies, by which they generate revenues and added value, maintain jobs and pay wages;
- Induced effects, related to household income from work in GSK companies and supplier companies, which contributes to consumer demand and, as a result, drives the production of a wide range of goods and services in the economy. As with the indirect effect, this production translates into income, value added, employment and wages paid.

Input-output tables published by Statistics Poland (GUS) were used to perform the analysis and develop the input-output model. The table used is the latest available. It was published in 2024 and shows the structure of relationships in the Polish economy for 2020.⁴ Due to their high complexity and labour intensity, input-output tables are published every few years.

The source of the data for GSK companies in Poland is GSK, which is also responsible for its accuracy.

Methodological annex

What is and how to understand economic impact

The production of virtually any goods or services involves costs, some of which are the revenues of other companies - suppliers. Purchases of goods and services for the purposes of production are referred to as intermediate consumption. One simple example would be energy or packaging materials purchased by a pharmaceutical manufacturer. This is how gross added value is created in a company - in addition to intermediate consumption, the manufacturer uses other inputs, primarily labour, capital and know-how, to produce goods and services, which it then sells on the market.

By definition, value added is the difference between a company's output and intermediate consumption. Gross value added is a very important measure, because:

³ The exact value of the estimated investments is based on the financial statements and the value of the clinical trials funded between 1999 and 2023 is PLN 2.2945 billion.

⁴ <https://stat.gov.pl/obszary-tematyczne/rachunki-narodowe/roczne-rachunki-narodowe/bilans-przeplywow-miedzygaleziowych-w-biezacych-cenach-bazowych-w-2020-roku,7,4.html>

Global operations

GSK is a leading biopharma company with expertise in developing innovative vaccines and medicines that positively impact the health of billions of people.

Following a global demerger in 2022, which involved the separation of the Consumer Healthcare business (including OTC) to form Haleon, GSK has become a fully

focused biopharma company. The company's priority is to invest in new innovative vaccines and specialty medicines to prevent and change the course of disease.

GSK aims to positively impact the health of more than

2,5bn

individuals by 2031

In 2023, the company delivered

2,3bn

packs of medicines and doses of vaccines to patients

GSK's long-term outlook is for sales to grow by

7%

by 2026

GSK's long-term outlook is for global sales to exceed

£38bn

by 2031



GSK globally (2023)

£30.3bn

medicines and vaccine sales

£6.2bn

R&D investment

22,000

suppliers working directly with GSK



2,3bn

packs of medicines and vaccine doses delivered

10

products exceeding GBP 1 bn sales

70,200

employees

75

countries worldwide

37

manufacturing sites worldwide

GSK a leading biopharma company in the EU

€6.3bn

turnover in Europe in 2022 representing 21.6% of GSK's annual sales

6

R&D sites: Poland, Belgium, Germany, the Netherlands, Italy and Spain

€1.1bn

R&D investment in the EU in 2022

11

manufacturing sites across Belgium, France, Germany, Hungary, Italy and Spain

~24,000

GSK people employed in the EU

24

EU countries where GSK runs clinical trials

Research and development

Innovation is key to GSK. In 2023, the company invested GBP 6.2 bn in research and development of new medicines and vaccines.

The powerful combination of disruptive science and advanced technologies is transforming medical discovery, enabling new ways to prevent and treat the most challenging diseases, better and faster. GSK discovers and develops new vaccines and medicines using the science of the immune system and leading edge technologies, such as human genetics, functional genomics, along with artificial intelligence and machine learning to deeply understand the patient, human biology, and disease mechanisms.

The company prioritizes investments in vaccines and specialty medicines across its four core therapeutic areas: infectious diseases, HIV, respiratory/immunology and oncology. GSK is one of the world's leading biopharma companies in terms of the number of products in its R&D pipeline.

- The company plans to launch at least **12** new products from 2025, with the majority expected to be approved within the next **4** years.
- There are currently **19** vaccines and **52** medicines in development, many with the potential to become first or best in class.
- Two thirds of the vaccines and medicines pipeline is focused on infectious diseases (including HIV).
- The company is working on more than a dozen new vaccines, including those targeting influenza, hepatitis B, malaria and meningococcus type ABCWY.
- There are several of antiretroviral therapies currently in development or in clinical trials.
- The company's oncology pipeline includes **11** investigational therapies. Research is focused on women's cancers (ovarian, breast, endometrial), blood cancers and breakthroughs in immuno-oncology.

R&D highlights (2023)



Responsible business

An integral part of GSK's business is building trust through social and environmental responsibility.

Building trust is a fundamental part of GSK's strategy and culture. The company and its people consider environmental, social and governance (ESG) impacts across everything they do, from the lab to the patient.

ESG is an important pillar of the company's trust strategy, supporting sustainable performance and long-term growth.

Ranked **#1** in the Access to Medicines Index for improving the availability, affordability and accessibility of medicines in low- and middle-income countries (2023)

Ranked **#1** in the pharmaceuticals industry with a score of 84 in the S&P Global Corporate Sustainability Assessment for Environmental, Social and Governance (ESG) based on financially material sustainability indicators (2023)

The company has identified six areas of responsible business where it can have the greatest positive impact:

Access to healthcare

The company makes GSK products affordable and available to more people around the world through responsible pricing, strategic access programmes and effective partnerships. In 2023, GSK's vaccines and antiretroviral therapies reached 89 million people and the company made 989 million doses of its products available in lower income countries.

Diversity, equity and inclusion

GSK is a diverse organisation that fosters inclusive workplaces and supports employees to thrive as part of an inclusive team. The diversity creates more opportunities for innovative solutions, helping the company to better respond to the diverse medical needs of patients around the world.

Environment

GSK cares about the environment. The company has set an ambitious target to achieve net zero impact on climate and a net positive impact on nature by 2030, across full value chain. In 2023, GSK reduced its carbon emissions (scope 1 and 2) by 10% compared to 2022. 100% of GSK sites have met the biodiversity baseline assessment criteria.

Global health and health security

GSK uses science, partnerships and expertise to address the world's biggest health challenges and improve patients' lives. In 2023, the company progressed 11 Global Health pipeline assets to address priority WHO diseases, including malaria and TB. GSK also continued work on 12 active R&D projects in 2023, focusing on pathogens considered critical and/or urgent threats due to antimicrobial resistance.

Product governance

Ensuring the quality, safety and reliable supply of medicines and vaccines around the world is central to the company's ambition to unite science, technology and talent to get ahead of disease together.

Ethical standards

The company expects all its employees to do the right thing, act ethically, behave responsibly and respond to ethical concerns.



GSK as a leader in tech innovation

GSK harnesses artificial intelligence (AI) to discover and develop new medicines and vaccines, faster and more effectively.

GSK uses technology to advance science and accelerate the development and delivery of its products to positively impact human health at scale. The broad evidence base and integrated use of technology across every part of GSK's business - from early scientific exploration through to manufacture and delivery of medicines and vaccines in market - accelerates the research process and makes it more efficient.

The company acts responsibly and is open to working with partners: universities, biotech companies and the tech industry to take advantage of the latest developments and expertise in technology. By tracking the latest technological trends, GSK develops new operational concepts, builds partnerships, and designs future competencies and ways of generating innovation.

Accelerating stronger pipeline innovation

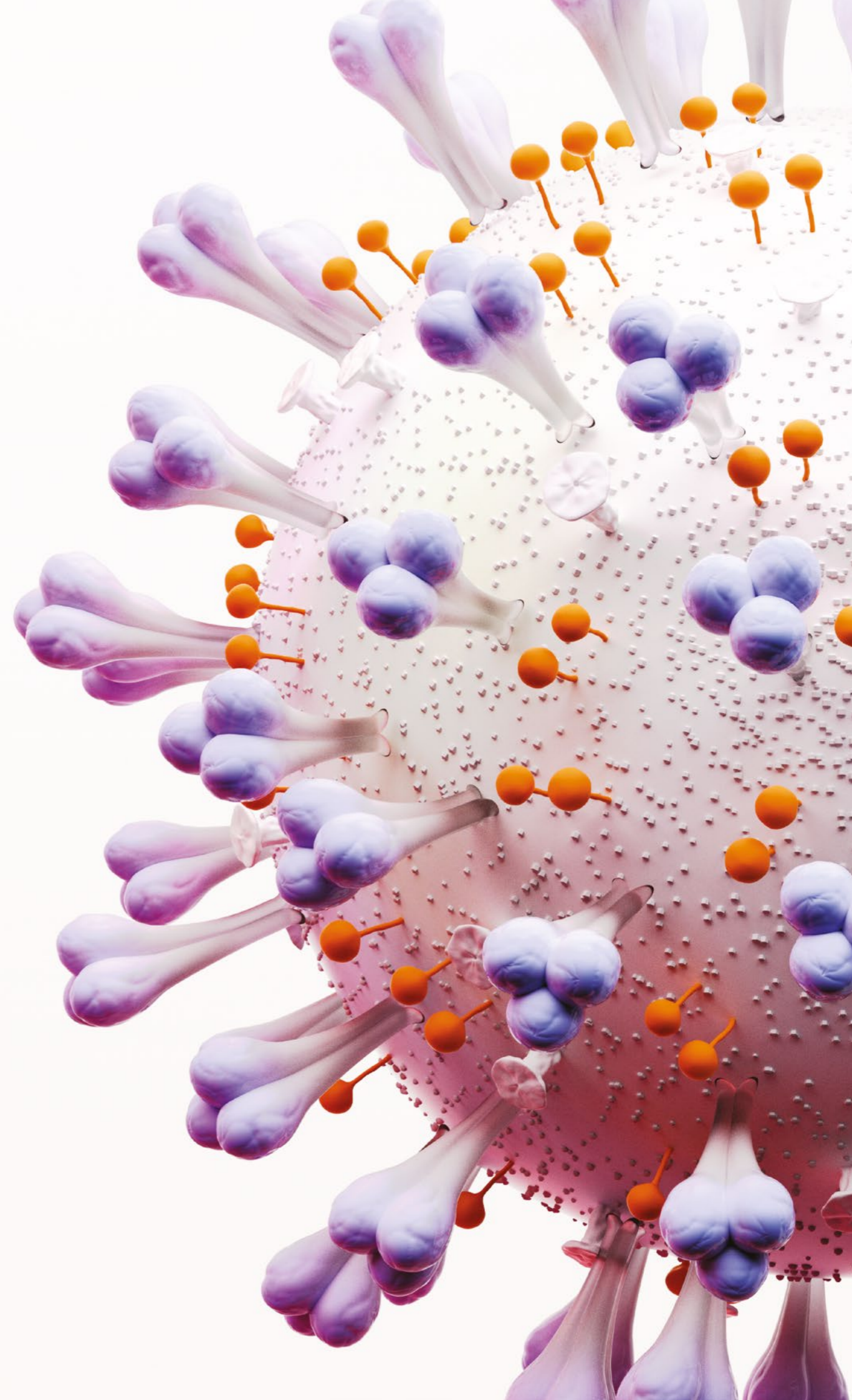
Tech enables stronger pipeline innovation at GSK from target choice, to molecule design, to patient identification, and ultimately clinical trial effectiveness. This requires the use of both data tech and platform technologies. Data technologies, including the data itself, digital capabilities, AI/ML, and now Generative AI (GenAI), allow a better understanding of human biology and disease mechanisms, and help deliver results with unprecedented speed, scale and precision. Platform technologies enable the company to develop and manufacture medicines and vaccines using the right modality to achieve the best clinical effect possible.

Driving performance to reach patients and people, better and faster

GSK is building a culture that embraces new technologies. The company is implementing state-of-the-art solutions from its supply chain to the patient journey, and within the organisation. It is empowering its people to use data tech, including AI, to solve complex problems alongside their own creativity, human judgement and deep subject expertise. From digital twins in manufacturing to GSK's GenAI digital assistant (GiGi), technology plays a key role in every area of the company's business.

A trusted and capable partner

Data tech is driving scientific breakthroughs and innovation in health, but it requires expert capability and deep care for privacy and security in the use of external and internal data. GSK adheres to the highest standards of ethical use of data tech and has the expertise to integrate and deploy it for impact at scale. The company has adopted an internal policy on the responsible use of AI, which covers the ethical aspects of AI applications. Training on this policy is mandatory for all employees.



Ahead Together

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