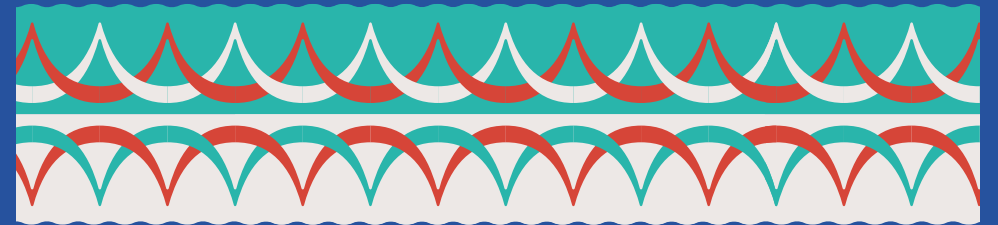
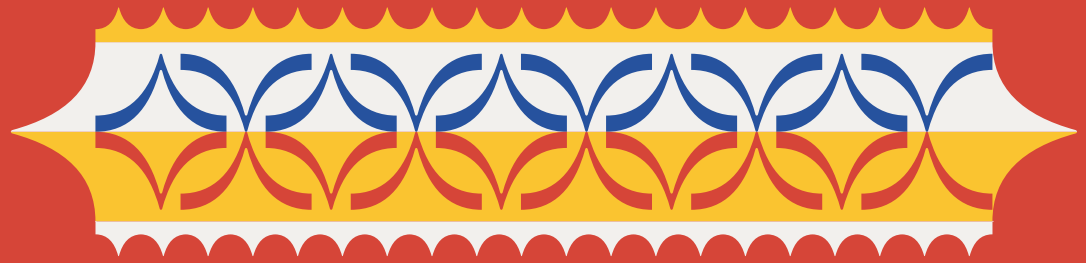




Statement of reconciliation

August 2025



Land acknowledgement

GSK and ViiV Healthcare acknowledge the traditional territories where we live and work and the enduring presence, sovereignty, and knowledge systems of Indigenous Peoples.

Our Mississauga offices are located on the traditional territory of the Mississaugas of the Credit, Anishinaabeg, Chippewa, Haudenosaunee and Huron-Wendat Peoples, within Treaty 13 (Toronto Purchase). This land is home to diverse First Nations, Inuit and Métis Peoples.

Our Montreal offices are situated on the traditional territory of the Kanien'kehá:ka (Mohawk) Nation, a historical gathering place among Nations, including the Haudenosaunee and Anishinaabeg Peoples.

Our Quebec City facilities are located on the traditional territory of the Huron-Wendat Nation, closely tied to their ancestral village of Stadacona, and Wendake (home of the only officially recognised Huron-Wendat community in Canada). The city and surrounding areas are also significant to the Innu, Wolastoqiyik (Maliseet), and Abenaki Peoples.

Our commitment to improving health outcomes in Indigenous communities

GSK and ViiV Healthcare are dedicated to fostering a future where respect, relationships, and opportunities underpin a healthier society—where inequities and systemic barriers to healthcare are reduced and quality, culturally safe healthcare services are accessible to all.

We are committed to improving health outcomes for Indigenous communities by ensuring equitable healthcare access and supporting economic, educational, and social well-being. Our work is guided by the spirit of reciprocity and a holistic understanding of health, shaped by culture, community, and connection to the land.

Mission statement

We will aim to advance health equity by meaningfully engaging with Indigenous communities, respecting Indigenous knowledge systems and traditions, and fostering partnerships that promote health equity and well-being. We will support the self-determination of Indigenous Peoples by contributing to initiatives that foster a healthier and more equitable future, in the spirit of reciprocity.

Reconciliation statement

GSK Canada and ViiV Healthcare are committed to reconciliation through respectful engagement and meaningful partnerships with Indigenous communities, guided by Indigenous knowledge systems and leadership.

Recognizing systemic inequities impacting Indigenous Peoples' health, GSK and ViiV Healthcare prioritize collaborative actions focused on equitable healthcare access, inclusive representation, and culturally safe solutions. We acknowledge reconciliation as an ongoing, collaborative journey and remain dedicated to continuous learning, respect, and improvement, working together toward a healthier, more equitable future.



Key principles

01 **Respect**

We aim to honour the histories, cultures, and rights of First Nations, Inuit, and Métis Peoples. We commit to listening, learning, and reflecting Indigenous leadership in culturally informed healthcare approaches.

02 **Relationships**

We strive to build respectful, reciprocal relationships to understand unique community challenges and strengths, collaboratively developing culturally safe and accessible healthcare solutions.

03 **Opportunities**

We endeavour to create shared-value opportunities by expanding partnerships with Indigenous-led organizations. We also wish for GSK and ViiV Healthcare to be workplaces where our employees, including Indigenous People, can feel a sense of belonging, be themselves, and have their different perspectives and characteristics valued.

We believe in the power of an inclusive culture and differing perspectives and experiences to help support better health outcomes for Indigenous patients.

Reconciliation and healthcare

We understand that Indigenous Peoples continue to experience health inequities due to historical and systemic factors, disproportionately affecting their life expectancy and health outcomes. We commit to respectful engagement and understanding reconciliation as a collaborative journey led by Indigenous voices informing our approach to healthcare.

Our priorities

We aim to develop a formal Reconciliation Action Plan that outlines a comprehensive approach to:

- Intentionally partnering with Indigenous communities to collaboratively address health disparities.
- Increasing employee education and awareness.
- Fostering and supporting a culturally safe workplace.



Current initiatives

Collectively, GSK and ViiV Healthcare are working closely with Indigenous communities and partners on several initiatives:

Government partnerships

Partnering with Indigenous communities, provincial government and universities to identify projects that address barriers to immunization and measuring intervention outcomes.

Patient group engagement

Engaging with Patients Groups - including KFoC BC-Yukon and Lung Saskatchewan - on reconciliation discussions.

Clinical research

Collaborating with Indigenous researchers, governments, and health organisations/clinical trial sites to identify and address barriers to participation, while acknowledging the historic harms Indigenous Peoples have experienced in research. This collaborative approach seeks to foster trust and has enhanced the representation of Indigenous Peoples in our clinical trials.

Independent medical education

Supporting independent medical education to enable culturally safe and equitable patient care.

HIV community development

Continue strengthening relationships with Indigenous communities and supporting Indigenous-led initiatives to improve HIV-related health outcomes.

Seal River Guardians Network (with Save the Children):

Investing in a project that establishes a Guardians Network across four First Nations, enabling communities to exercise inherent rights and sovereignty over their lands and waters. Guided by Elders and Knowledge Keepers, the network emphasises youth education, environmental stewardship, protection of over 22 species at risk, and integrates traditional knowledge with modern science to sustain the Watershed.

Our business



GSK Canada

GSK is a biopharma company with the ambition and purpose to unite science, technology and talent to get ahead of disease together.



ViiV Healthcare Canada

ViiV Healthcare is a global specialist HIV company established in November 2009 with the aim to take a deeper and broader interest in HIV and AIDS than any company has done before and take a new approach to deliver effective and innovative medicines for HIV treatment and prevention, as well as support communities affected by HIV.

About the art

The artwork for this project was created by drawing inspiration from Indigenous crafts across the nation from the detailed beauty of **First Nations ribbon work**, to the storytelling woven into **Inuit tapestries**, to the vibrant spirit of **the Métis sash**. Craftsmanship is more than aesthetic, it carries identity, story, and connection. It's for these reasons that the art pieces created felt like a fitting metaphor for a Statement of Reconciliation.

At the heart of the design is a custom pattern system built from GSK's signature notch. By reimagining this brand element into three patterns, the work stays grounded in GSK's identity while honouring Indigenous tradition. The colour palette shares this same thinking. A primary-based system where each group is represented by its own distinct hue. It creates visual distinction while maintaining cohesion and reflecting unity through diversity.

This design direction aims to mirror GSK and ViiV Healthcare's commitment to reconciliation: it's a system that's rooted in respect, built through meaningful connection, and created in the spirit of collaboration. Just as these patterns interweave cultural traditions, GSK and ViiV Healthcare aim to weave Indigenous knowledge and leadership into healthcare — advancing equity, representation and culturally safe solutions.

The result is a bold and respectful piece of art that serves a meaning beyond decorative. It positions it as a visual gesture of reconciliation — one that recognizes and honours the many distinct voices, cultures, and traditions of Indigenous Peoples across Turtle Island.

About the artist

Joshua Hunt is an Ojibwe graphic designer and illustrator, with roots tied to Eagle Lake First Nation, who is currently based in Winnipeg, Manitoba. Joshua is an experienced visual storyteller who seeks to engage, inform, and inspire people through thought provoking design and illustration work. With each project, Joshua aims to learn, grow, and share his unique blend of cultural perspectives that are firmly rooted in design strategy for audiences of all backgrounds.





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