



ViiV Healthcare GmbH  
Talstrasse 3-5  
3053 Münchenbuchsee  
Switzerland

## Interim Testimonial

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Mr. **Stéphane Charbon**, born on 22 January 1973, joined GlaxoSmithKline AG as **Customer and Account Manager** on 1 February 2012.

In this position, Mr. Charbon served as point of contact for any requests regarding marketed products. He informed the HCPs about new data for marketed products and shared scientific data through the eDetail Aid tool. Furthermore, he tracked external relations (Veeva) and was responsible for the HIV budget for the allocated area. He also represented ViiV at national and international congresses (marketed products) and organised events/conferences as well as trainings for HCPs. In addition, he was responsible for benchmarking and maintained excellent relations with key opinion leaders. He performed promotional and marketing activities for Celsentri™ and was responsible for the product launch of Tivicay™ and Triumeq™.

Since 1 May 2016 he has worked as **Medical Science Liaison Manager** and since 1 November 2018 as **Medical Science Liaison & Patient Relations Manager** in the medical department.

In this position, Mr. Charbon participates in the creation of the overall medical-scientific strategy and its specific implementation at the centre level (Large Patient Centres) with activities on site (field-based work) and serves as the point of contact for patient organisations. He is responsible for answering medical queries as well as for communicating/presenting current product- and indication-relevant scientific information. His area of responsibility also includes the establishment, intensification and optimisation of scientific relationships with external experts. He also supports the marketing team (scientific input in materials) and the sales force team (data training).

### **His main duties essentially include:**

#### Medical Affairs

- Participate in the development of the overall medical and scientific strategy and implementation at centre level (LPCs) with activities on site (field-based work in the French-speaking part of Switzerland)
- Respond to scientific inquiries from customers (doctors, hospitals, pharmacists, study groups (SHCS), etc.) and communicate current, product-relevant and indication-relevant scientific information on site
- Establish and maintain scientific contacts with important external clients (experts, opinion leaders, investigators), e.g., through frequent presence at the centres, advisory board meetings, participation in congresses and specialist events
- Review and analyse the scientific environment as well as the latest indications/preparations; prepare/update scientific materials



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- Prepare scientific information to support marketing in creating the product concept and strategy as well as materials for promotional activities and review of translations
- Be responsible for permanent internal knowhow transfer at interdisciplinary meetings (e.g., field force training and, if necessary, represent the interests of ViiV Switzerland in the hub / in European teams)
- Give scientific presentations to doctors, pharmacists and other customers

#### ISS (Investigator initiated trials) and R&D studies

- Promote ISS according to data gap analyses, evaluate the ISS and possibly further clarify with the investigator; obtain internal approval and, if necessary, provide operational support as well as assistance for R&D studies

#### Continuing education and training

- Attend further training within the framework of internal events, medical education and training programmes of the parent company, as well as permanent in-house further training, e.g., by reading specialist literature, attending specialist further training events, etc.

#### Patient Relations

- Understand the needs of people living with HIV (PLHIV) and of patient advocacy groups (PAGs) in Switzerland
- Engage with PAG representatives and community stakeholders from the French- and Italian-speaking part; develop and maintain sustainable partnerships with them
- Partner with stakeholders to identify and develop initiatives and projects to support PLHIV
- Handle grant/sponsoring requests from patient organisations from the French-speaking part of Switzerland
- Ensure that collaboration with the various external stakeholders is in line with the ViiV Codex and with Swiss regulations
- Act as a member of the cross-functional regional customer team to share and bring in the patients' needs
- Periodically check the Swiss health policy environment to assess the potential impact on the business

#### **His additional tasks include:**

Since 1 August 2019, Mr. Charbon also holds the position of a Positive Action Associate for Men who have Sex with Men & Transgender people. Positive Action was created in 1992 as the first pharmaceutical company programme to support communities affected by HIV and AIDS.

In this function Mr. Charbon performs the following tasks:

- Review grant applications from Eastern Europe, Africa and Asia
- Provide guidance and support to grantees
- Review grant reports
- Contribute to the communications activities of Positive Action for MSM & Transgender people

From 11 March 2020 to 31 December 2021, Stéphane Charbon was a member of the Board of the GlaxoSmithKline Pension fund foundation (employee representative).

As of January 1, 2022, he will be a member of the new GlaxoSmithKline Pharma Pension Fund Board.



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Mr. Charbon has built up very valuable relationships with clients and in particular with the most important external experts over the past years and maintains these in a very professional manner.

He understands the needs of people living with HIV and of patient advocacy groups in Switzerland but also globally very well (also thanks to his work for Positive Action) and is highly appreciated as a contact person.

He has an excellent medical and scientific knowledge thanks to his in-depth review and analyses of the specialist literature in the indication area and has expertise in the field of Swiss Health Policy environment. All this know-how is always used profitably.

Mr. Charbon was instrumental in changing the HIV treatment paradigm away from the classic triple therapy concept to 2-drug regimens in the French- and Italian speaking regions of Switzerland. In this respect, he played a very important role during new product launches (for Juluca<sup>TM</sup> and Dovato<sup>TM</sup>) and in the implementation of the first long-acting HIV regimen at the HIV treatment centres by communicating the latest clinical data and handling & discussing questions and objections. Mr. Charbon possesses comprehensive specialist skills that enable him to competently react to changes. His expertise makes it possible for him to handle the extensive workload in a short period of time. He is also able to analyse and solve new problems very well and implement demanding tasks independently and successfully. He distinguishes himself by clearly setting priorities and his pragmatic way of working. These skills allow him to meet and sometimes even exceed the expectations and targets set for him. He masters any issues by means of his experience and manages to motivate other people involved to find solutions.

Within the framework of the training programmes offered, Mr Charbon takes an active and very interested part in the training courses, internal and external training events as well as national and international congresses. He always puts the newly acquired knowledge into practice very quickly and confidently.

Being an extremely dependable individual, Mr. Charbon works in a very careful and conscientious manner. His level of dedication and flexibility as well as his sense of responsibility and initiative are appreciated. He represents our interests with energy and great personal commitment.

Even under high pressure, he is able to master his field of work and to carry out all jobs speedily and sensibly. When confronted with new tasks, he quickly recognises the essential points and maintains a clear overview.

Attaching great importance to the different ideas and approaches of his colleagues, Mr. Charbon is capable of implementing these suggestions in a targeted and constructive way. He consistently displays an exemplary attitude towards his managers, colleagues and clients.

This interim testimonial was issued at Mr. Charbon's request. We look forward to continued collaboration with him for a long time to come.



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Talstrasse 3-5  
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Münchenbuchsee, 21 December 2021

**ViiV Healthcare GmbH**

A blue ink signature of Françoise Brinster, consisting of a stylized 'F' and 'B'.

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Françoise Brinster  
HR Country Head

A blue ink signature of Kathleen Criel, written in a cursive style.

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Kathleen Criel  
HR Manager

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