



# GlaxoSmithKline Inc.

Enabling People to do More, Feel Better and Live Longer

Talking with Paul Lucas, President and CEO, GlaxoSmithKline Inc.

## “Two minutes with Paul Lucas”

**1. If you were not President & CEO of GlaxoSmithKline, what would you like to be?**

Believe it or not, I have thought about this question before. After being in my current role for 15 years, the only other position I would want to be in is Prime Minister of Canada.

**2. What's the least enjoyable job you've ever had?**

Night watchman at a steel plant. Need I say more? I worked very long hours and I was usually alone.

**3. What's the one thing you've done that you'd never want to do again?**

This is an easy one. I would never want to work in a steel yard again. Every day included lifting and counting pieces of steel.

**4. Who would you get to play you in a movie about your life?**

Sean Connery, of course.

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## GlaxoSmithKline Inc. (GSK) has consistently made strong investments in R&D both in Canada and abroad. Can you speak to any new investments of interest?

GSK's foundation is research and development, which is a commitment that has driven our business success. Our scientists continuously strive to discover new ways to treat illness and disease. We are one of the largest research investors in the industry, collaborating with academic institutions, governments and other pharmaceutical and biotechnology companies to help people live healthier lives.

We are one of the top 15 contributors to R&D in Canada across all industries. Globally, GSK spends close to \$6.5 billion every year on R&D and invested more than \$156 million in Canadian R&D in 2008 alone.

Pharmaceutical development is also an integral aspect of our business. With technical manufacturing and production facilities in Ontario and Quebec, GSK's Pharmaceutical Development Division focuses on improving the quality of human life through the development of new drugs for use throughout the world. Through technology and automation, GSK's Pharmaceutical Development Division specializes in the development of controlled drug delivery, oral liquids and dermatological products.

The recent launch of ViiV Healthcare in November 2009 is a further illustration of GSK's dedication to innovation and leadership. Established by GSK and Pfizer, ViiV Healthcare is a specialist, patient-centred HIV company with a sustainable commitment to delivering advanced treatment and care and improving access to medicines for people living with HIV worldwide. ViiV will enable us to continue to invest significantly in HIV research.

## What is the Pathfinders Fund and what is its contribution to R&D?

GSK's \$22 million *Pathfinders Fund for Leaders in Canadian Health Science Research* was established to help Canada become a world leader in R&D. The Pathfinders Fund encourages health science research and fosters innovation in Canadian medical schools and its objective is to fund a chair in every medical school in the country.



The GlaxoSmithKline Foundation's cheque presentation at a United Way of Peel Region Funded Agency on December 21, 2009.

The goals of the fund are to:

- Promote excellence in Canadian health science research, helping to establish Canada as a world leader in R&D
- Provide opportunities for attracting and retaining top Canadian researchers and scientists to conduct their important discovery work in Canada
- Fund research that promises to meet the healthcare needs of Canadians

Most recently, GSK together with CIHR announced funding for a new Research Chair in COPD at Laval University on January 30, 2009 and a new Professorship in Pharmacology for McGill University on May 13, 2009.

## GSK also invests in other areas—can you talk about your community investments?

GSK is committed to supporting the communities in which we live and work. Through The GlaxoSmithKline Foundation, we support registered Canadian charities in the areas of healthcare and health promotion, humanitarian aid, hospice palliative care, science education and local community initiatives.

Established in Canada in 1989, The GlaxoSmithKline Foundation focuses on finding creative ways to build sustainable community partnerships. We help make a positive difference in the quality of life of Canadians by promoting and improving the health of individuals and communities across the country. In addition to the work of the Foundation, we are proud of our other community investments. In 2009 alone, GSK donated more than \$10 million toward other community initiatives, including educational grants, the United Way of Peel Region and Health Partners International Canada, among others.

## “Two minutes with Paul Lucas”

5. What music do you enjoy and what would be your personal theme song?  
I like all kinds of music—from rock to classical to new country—but I grew up listening to the Beatles and still love them.
6. What is your favourite wine?  
Amarone.
7. Is there anything you can't live without?  
French fries. I got that from my father—it's genetic.
8. If you were competing in Vancouver 2010, what would be your Olympic event and why?  
Hockey. I grew up playing Canada's national sport and even though I don't play anymore, I still love it.
9. Being a golfer, who would make up your dream foursome and where would you play?  
I would play St. Andrew's in Scotland with three of my close friends—they are the people I enjoy playing with the most.

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### 10. What would be your ideal vacation?

I actually just got back from my ideal vacation with my wife—a two week Mediterranean Cruise, with stops in Turkey, Greece and Italy.

### 11. What is the last book you read?

*The Lost Symbol* by Dan Brown.

### 12. What is your favourite movie/TV show?

My favourite movie of all time has to be Indiana Jones: Raiders of the Lost Arc.

### 13. What is the best advice you've ever been given?

The best advice ever given to me was “don't worry about the things you can't control.” Reminding myself of this really helps to reduce stress.

### 14. If you could spend a day with anyone (dead or alive), who would you choose and why?

Without a doubt—my wife Linda. We always have such a great time when we do get the chance to spend the day together.

## What are GSK's primary therapeutic areas of focus?

GSK has a strong presence in three areas—biologicals, pharmaceuticals and vaccines. Our product portfolio and pipeline extend across a variety of therapeutic areas including:

- respiratory illness,
- diabetes,
- antivirals,
- infections,
- central nervous system disorders,
- urology,
- cardiovascular,
- HIV,
- dermatology,
- vaccines and
- oncology.

GSK has a particularly strong heritage in respiratory care. Approved by Health Canada in September 1999 for the treatment of asthma, Advair® has recently celebrated its 10th anniversary in Canada and has become GSK Canada's largest brand (based on sales). Advair® allows over half a million Canadians to breathe easier every day. It is also the only medicine to help COPD patients feel better for longer, which is vital, as COPD is the fourth leading cause of death in Canada.

## Can you tell us about GSK's commitment to the development, manufacturing and distribution of vaccines?

GSK is a pioneer in the development and production of innovative vaccines to prevent potentially life-threatening or crippling illnesses both in Canada and around the world. We work closely with researchers, academic institutions and governments to provide access to vaccines for many preventable diseases for those at risk and our vaccines research group in Laval, Quebec enables us to continue with this important mandate.

Historically we have provided the world's first vaccines for rubella (1969), varicella (1984), recombinant Hepatitis B (1986), Hepatitis A (1992), combined Hepatitis A & B (1996), as well as a number of other innovative vaccines. GSK's flu vaccine manufacturing facility in St. Foy, Quebec marks one of only two facilities in the world for GSK and has proven to be a necessary and immeasurable asset to Canada in helping to fight the H1N1 pandemic.

We are building on our proud tradition of vaccine innovation with adjuvants—additives designed to improve the effectiveness of vaccine systems. GSK has developed a unique expertise in developing proprietary adjuvant systems and approximately two-thirds of our vaccines currently in development contain adjuvant systems. With cross-protection, reduced dosage for protection and longer protection against previously non-preventable infections, we believe adjuvants are an essential building block of modern vaccine science in order to improve vaccine protection against a greater number of diseases worldwide.

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## **In addition to your focus on products, GSK places a great emphasis on people. What sets your corporate culture apart and why do employees' love working for GSK?**

We believe that striving for a continuously high level of employee engagement is at the core of our success as a company. Highly engaged employees are more committed to their organization, strive to do their best work and have great things to say about their employer. In an era of increasing competition for talent, a highly engaged workforce ultimately provides us with a competitive advantage. Our employees have shown their commitment to GSK by placing us on the 50 Best Employers in Canada survey for nine consecutive years. We have also been named the top pharmaceutical company for the previous three years. This is an accomplishment that we are extremely proud of.

One of the ways that we have been able to achieve such a high level of engagement is by striving to provide our employees with a work environment where they can make a real and meaningful contribution to the well-being of their local community and to the health of people around the world.

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## **GSK employees are challenged to perform with integrity. What roles do governance and ethical standards play in shaping your employees attitudes and behaviours?**

Strong corporate governance is an integral part of GSK's culture. We are committed to conducting our business with honesty and integrity and in compliance with all applicable legal requirements and the Rx&D code of ethics. Today, more than ever, we must continue to ensure that high standards of ethics and compliance remain our focus and our commitment. Our customers and partners expect this of us. GSK remains dedicated to building trust and increasing our credibility by providing our employees with the right tools to empower them to deliver on that commitment and by championing a culture of strong corporate governance. **CPM**