



# Novartis in **Austria**

 NOVARTIS

**Clemens,**  
Medical Scientific Liaison  
in Vienna



# Contents

Foreword	02
We are Novartis	04
Reimagine medicine together	05
Active worldwide, at home in Austria	06
Get to know Novartis	07
Our commitment to patients and caregivers	08
Our sites in Austria	10
Novartis Austria in numbers	12
Our ways of working	14
Careers at Novartis	16
Our contribution to the Austrian economy and society	18
Environmental sustainability	20
Local partnerships	22
Commitment to society and health	23
Novartis in Society – Integrated Report	24

# Foreword



**Roland Gander**  
CEO Novartis  
Campus Kundl/  
Schaftenau



**Catherine Emond**  
Country President  
Novartis Austria



**Uwe Demelbauer**  
Head of Research  
Novartis Austria



Dear Reader,

2024 was an important year for Novartis as it marked our first full year as a pure-play innovative medicines company. Our therapies are available in 120 countries and reach nearly 300 million patients. More than ever before. And we are focused on our most important therapeutic areas and technology platforms. We delivered consistently strong results, significant R&D achievements and sustainable growth. This puts us in a strong position to continue delivering value to patients, healthcare systems and society.

Austria is therefore of great importance to the entire group. Many of our innovative medicines are “made in Austria”, and the Kundl/Schaftenau campus plays a central role, particularly in research and development. No fewer than 540 researchers work in this area.

All in all, Novartis Austria, with its “International” commercial unit with business and sales at the Austria Campus in Vienna and its development and production centers in Kundl and Schafnau in Tyrol, is one of the country's leading and most innovative pharmaceutical companies. Around 3300 employees generate sales of approximately \$ 1.9 billion, and 12 percent of the total GDP contribution comes from research and development activities.

This benefits around 713,000 local patients, whom we are able to supply with innovative medicines from Novartis – equivalent to around 10 percent of the Austrian population.

But we know that we must continue to do our utmost to provide access to life-changing medicines. That is what drives us, and we strive to make this visible in everything we do. We invite you to get to know Novartis and join us on our journey toward better healthcare for all our patients.

**Catherine Emond**

Country President Novartis Austria

**Roland Gander**

CEO Novartis Campus Kundl/Schaftenau

**Uwe Demelbauer**

Head of Research Novartis Austria

# We are **Novartis**

Novartis is an innovative medicines company. Every day, we work to reimagine medicine to improve and extend people's lives. In 2024, our medicines reached nearly 300 million patients around the world – more than ever before.

**We focus on core therapeutic areas with high unmet patient needs:**



Cardiovascular, renal,  
and metabolic



Neuroscience



Immunology



Onkology

**We focus on technology platforms that enable cutting-edge innovative therapies:**



Chemistry



xRNA



Biotherapeutics



Radioligand therapy



Gene and cell therapy

# Reimagine medicine together

To successfully reimagine medicine for decades to come,  
we need to partner with those who share our purpose.



This means listening to the voices of **patients and caregivers** so that we can create medicines and programs that meet their needs and allow them to live life on their terms.



It also means providing **healthcare professionals** with solutions that go beyond breakthrough new medicines.



It also involves working with stakeholders across the **healthcare sector** to do even more for public health.



Find out more about  
our strategy and our  
approach (in German).

# Active worldwide, at home in **Austria**

The roots of Novartis Austria and its former companies go back to **1946 in Kundl** and **1958 in Schafftenau**, when the foundation for the growth of the biotech pioneer was laid. Since then, the company has developed from a diversified pharmaceutical manufacturer into an innovation leader.

Today, we conduct research, manufacture, develop, and distribute our products at three sites in Austria, supplying patients in Austria and around the world with innovative biopharmaceuticals. Between 2015 and 2024, Novartis invested around EUR 1.6 billion in expanding its manufacturing facilities in Kundl and Schafftenau. This makes Novartis Austria one of the country's leading pharmaceutical companies. Many of our innovative medicines are "made in Austria."

## **Austria is a key location for Novartis**



With around 3300 employees in Vienna and Tyrol, we develop, produce, and market innovative medicines and bring them to patients. Novartis is thus also one of the largest private employers in Tyrol.



Our production sites in Kundl and Schafftenau are among the largest and most technologically advanced in the Novartis Group worldwide.



With 42 ongoing clinical trials and over 266 participating patients, Novartis Austria is one of the pharmaceutical companies with the strongest focus on research.





# Get to know **Novartis**

**Experience innovation up close – with the virtual site tour from Novartis Austria!**

Immerse yourself in the fascinating world of pharmaceutical production and discover our three Austrian sites in Vienna, Kundl, and Schafftenau – all from the comfort of your screen. Whether it's research, development, sales, or manufacturing, the tour offers exciting insights behind the scenes and shows how we work with passion and precision here in Austria to develop therapies for tomorrow.



Click  
now!



# Our commitment to **patients and caregivers**





No one knows what it is like to live with a serious illness better than patients ´ and caregivers. We listen to them. And we learn from their experiences. We work together to develop medicines that meet the needs of people living with disease and give them what they need.

Our work with patients and caregivers is built on four promises:

**We understand and respect the perspective of patients.**

**We conduct clinical trials responsibly.**

**We are continuing to expand access to our medicines.**

**We recognize the importance of transparency and openness.**

# Our sites

## 1 | Vienna

Vienna is the headquarter of our commercial unit “International” with business units and sales (including quality and regulatory affairs) and around 220 employees.



## 3 | Schafftenau

Our central development and production site, which specializes in biotechnologically manufactured drugs – from research and development to active ingredients and the manufacture of the end product.

### Sites:

- Drug Substance Schafftenau – around 800 employees
- Drug Product Schafftenau – around 1000 employees
- Technical Research & Development (TRD), Global Clinical Supply, Regulatory Affairs – around 540 employees

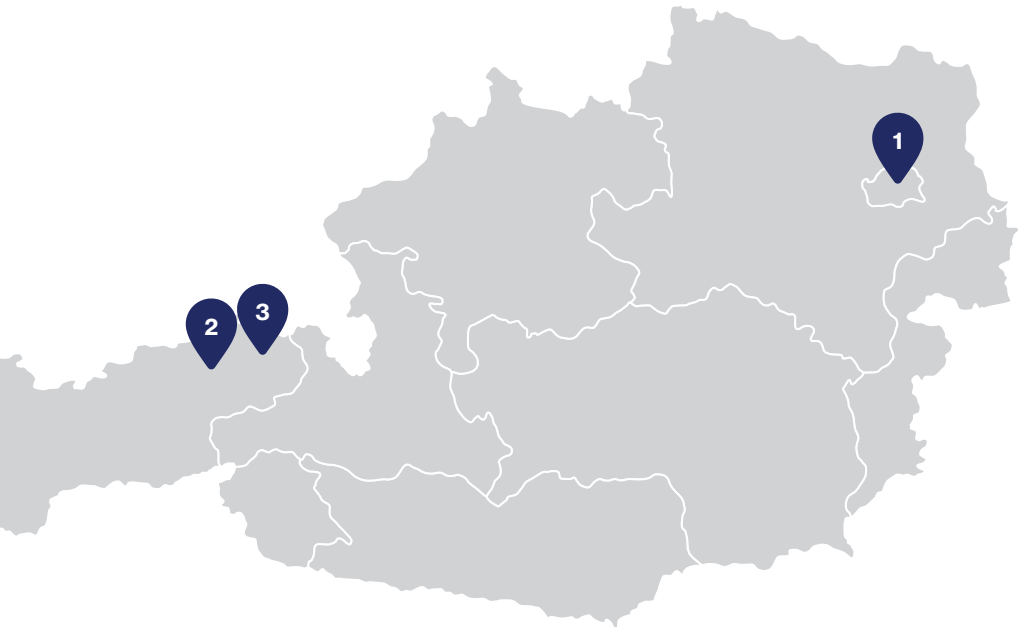


## 2 | Kundl

Our center of excellence for state-of-the-art microbial and cell culture technology, specializing in the development and production of innovative biologics and biosimilars. Recombinant proteins, plasmid DNA, and mRNA are produced here.

### Sites:

- Drug Substance Kundl – around 650 employees
- Technical Research & Development/Development/Biomedical Research



# Novartis Austria in **numbers**

## Employees



## Diversity and creativity



**73**

different nationalities  
at three locations



**90**

Apprentices in 5 different  
professions per year



**33 %**

Women in management  
positions



## Sales

**1.9 bn €**

Annual sales according  
to annual financial state-  
ments/2024 SEE Impact  
Valuation results for  
Novartis Austria



## Investments

**1.6 bn €**

In the years  
2015 to 2024



## Contribution to GDP

**1.6 bn €**

2024 SEE Impact  
Valuation results for  
Novartis



## Research and Development

**160 m €**

Investment volume in R&D (EUR)  
in 2024 alone

**540**

Researchers at  
Novartis Austria

**56**

Research institutions as  
partners of Novartis Austria



# Our ways of **work**

Novartis' greatest strength is our people, whose diversity, commitment, and creativity are critical to our success. That is why we foster an inclusive corporate culture characterized by the values of **inspiration, curiosity, independence, and integrity.**

To enable such a culture, we are committed to providing a wide range of benefits for the **health, safety, well-being, and work-life balance** of our employees:

- Flexible working options such as flexi-time and hybrid working models, part-time contracts, and work-life balance models
- 14 weeks of paid parental leave for both women and men, as well as for same-sex couples and adoptive parents
- Company kindergarten for children between 18 months and 6 years of age (Kundl and Schaftebau) and holiday childcare
- Support for training and further education, as well as the option of a sabbatical of up to one year with a guaranteed return (after 5 years of employment)
- Free counseling in difficult professional or private situations Employee Assistance Program (EAP)
- A wide range of programs to promote well-being with a focus on physical, mental, and social activities
- A broad spectrum of health and occupational safety programs
- Employee Resource Groups (ERGs) as a place for meeting, communication, and exchange
- Company pension plan and voluntary participation in private health insurance
- Free bus transfers to Kundl and Schaftebau and travel allowance for public transportation
- First barrier-free production facility in Kundl

This working environment has contributed to Novartis Austria being recognized as an outstanding employer by the independent Top Employer Institute for many years. We have also been awarded the "Wir sind inklusiv" (We are inclusive) seal of approval by the Tyrol State Ministry of Social Affairs. This award recognizes companies that employ and/or train people with disabilities or health impairments in an inclusive manner.

A portrait of a man with short brown hair and a light beard, wearing a white t-shirt with a pocket. He is standing in a factory or industrial setting, with blurred metal structures and lights in the background.

**3300**

Employees live our  
mission every day

**Christian,**  
Shift Lead in Kundl

**Stefan,**  
Apprentice at Schafftenau



Discover apprenticeships at  
Novartis Austria now.



Watch the video to find out  
how Stefan won the bronze  
medal at the WorldSkills  
Competition in France.



# Careers at Novartis

Talented, committed, and responsible young people are our future. To create the best conditions for the next generation, we offer young professionals a wide range of development opportunities.

## Entry-level employees and professionals

At all three locations, we offer opportunities in a wide variety of tasks and areas of responsibility. We offer the attractive working environment of an international company with numerous opportunities for professional and personal development.

For this, we are looking for skilled workers, specialists, and generalists with an interest and expertise in functions along the entire value chain: from development to manufacturing, from quality management to quality assurance to sales, from purchasing to supply chain to finance, from human resources to training to marketing.

## Apprenticeship at Novartis Austria

Our Novartis sites in Kundl and Schaftenau are among the largest training companies in the region. We have been training apprentices since 1954 and do so with great passion and a strong sense of responsibility. For our apprentices, this means they can choose between five exciting apprenticeships and receive comprehensive training. We call this the “trial concept,”

which involves learning on the job, at vocational school, and – uniquely – at our own training center in Kundl (run by AXILS GmbH).

Over 100 people responsible for training and more than 20 managers supervise an average of 90 apprentices per year (across all apprenticeship years). And four out of five apprentices are taken on as employees after graduating and can pursue a career as a skilled worker.

The successes of Novartis apprentices since 2022 also speak for themselves: 14 state victories, 12 second places, and 13 third places in the TyrolSkills state apprentice competition, one victory and one second place in the AustrianSkills national vocational championships, and two medals at the WorldSkills “world vocational championships” are a testament to the quality of the training.

## Fascinating teaching professions with prospects

- Chemical Process Engineering
- Laboratory Technology – Biochemistry and Biotechnology
- Electrical Engineering – Plant and Operational Technology, Automation and Process Control Technology
- Mechatronics – Manufacturing Technology
- Metal Technology – Mechanical Engineering

# Our contribution to the Austrian **economy and society**

## Our social impact in Austria



Patients in Austria have access to innovative medicines – that's 10% of the population



additional healthy  
years of life\*

\*) Quality-adjusted life years (QALY): international unit of measurement that indicates how many years of life patients have gained through improved health



## Our economic impact in Austria

**1.6 bn €**

Novartis' total contribution to Austria's gross domestic product (GDP)\*



\*) Assessment of Novartis' social, environmental, and economic impact (2024) according to the Value Balancing Alliance (VBA) methodology

# Environmental sustainability

Human health and the health of the planet are inextricably linked. That is why we have set ambitious goals to minimize our environmental footprint. Novartis' ambitious environmental goals focus on eliminating greenhouse gases, ensuring sustainable water consumption, including avoiding active ingredient contamination in wastewater, and reducing or avoiding waste.

Short- and medium-term targets have been set for 2025 and 2030. By 2040, we also aim to achieve net-zero greenhouse gas emissions across our entire value chain.

## Goal by 2025

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### Climate



**CO<sub>2</sub> neutrality** in our own operations  
(Scope 1 and Scope 2 greenhouse gas emissions from energy)

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### Water



**Halving water consumption** in our facilities  
(compared to the reference year 2016)



**No adverse effects on water quality** (through production  
wastewater at own production sites and at main suppliers)

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### Waste



**No polyvinyl chloride PVC**  
(in product packaging)



**Halving the amount of waste to be disposed of**  
(compared to the reference year 2016)

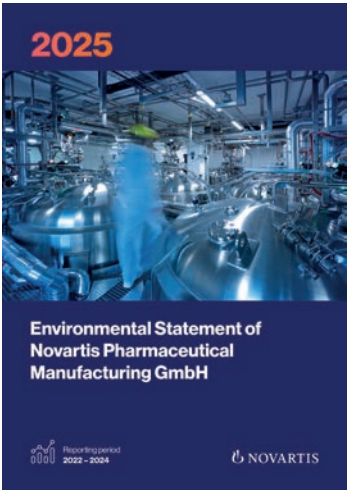
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The current target achievement for is presented in the integrated business report (“Novartis Integrated Report 2024”).

Short-term measures and targets for the Kundl and Schafftenau sites can be found in the current environmental statement of Novartis Pharmaceutical Manufacturing GmbH.



Find more details in our  
Environmental Statement.



### Goal by 2030

#### Climate



Reduction of absolute Scope 1 and Scope 2 greenhouse gas emissions by 90% (compared to the reference year 2022)



Reduction of absolute Scope 3 greenhouse gas emissions by 42% (compared to the reference year 2022)

#### Water



No impairment of water quality due to production wastewater (from our own production sites, laboratories, and suppliers)

#### Waste



Reduction of the amount of waste to be disposed of by 30% (compared to the reference year 2022)

# Local **partnerships**

Novartis Austria is committed to strong partnerships with leading universities, student bodies, renowned institutions, and innovative start-ups and institutions in the healthcare sector. The aim of these collaborations is to jointly promote research and

education, drive medical innovation and improve access to healthcare in the long term. Through joint projects, scientific exchange and targeted support, Novartis is helping to create a dynamic ecosystem for medical progress in Austria.





Reforestation of an area damaged by storms in Schwoich (Tyrol)

## Commitment to **society and health**

Novartis Austria is committed to society in many ways – through donations, sponsorship, volunteer work, and drug donations. The focus is on charitable organizations and initiatives in the healthcare sector.

For example, Novartis supported the Austrian Red Cross with a donation of € 100,000 to help refugees from Ukraine, particularly for search services, family reunification, and recreational activities for children and young people.

Medical training events and conferences as well as patient events are also supported through partnerships and sponsorships.

Employees are actively involved in “Giving, Matching & Volunteering” initiatives, such as reforesting an area affected by severe weather in Schwoich (Tyrol), where 36 colleagues planted over 3 hectares of forest.

During the internal Campus Day, employees and their families experience research up close, while the Novartis Company Run raises funds for the “Bananenflanke” association, a soccer project for children and young people with intellectual disabilities. In addition, Novartis regularly donates medicines to crisis regions to help where support is most urgently needed.

# Novartis in Society – Integrated Report

You can find out more about our ESG priorities (environment, social and corporate governance) in “Novartis in Society – Integrated Annual Report 2024,” which covers topics such as innovation, access to medicines, ethics and environmental protection.



Click here for our  
integrated annual report  
for 2024.

## **Imprint**

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## **HCP information**

Information and service platform for  
healthcare professionals.  
Registration required.  
fachkreise.novartis.at



A portrait of a woman with short, light brown hair and black-rimmed glasses, smiling at the camera. She is wearing a light-colored, short-sleeved, ribbed sweater. The background is a modern office interior with large windows and glass partitions, slightly blurred. A green desk is visible in the lower-left corner.

Kathrin,  
Finance & Administration  
in Schafteuau



LinkedIn:  
Novartis Österreich



YouTube:  
Novartis Österreich

## Cover

Integrated cell culture production  
(Building 521) in Schafftenau

English Edition, September 2025