

Novartis in Austria





Contents

Novartis in Austria — 01

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

Responsibility Toward People and the Environment:

Report on Non-Financial Matters — 24

Publisher: Novartis Pharma GmbH, Jakov-Lind-Strasse 5, Top 3.05, 1020 Vienna, Österreich

General Inquiries: +43 (1) 866 57 0, [novartis.at](https://www.novartis.at)

HCP information: Information and service platform for healthcare professionals.

Registration required. [fachkreise.novartis.at](https://www.fachkreise.novartis.at)

Dear Reader,

At Novartis, we have a clear purpose: to reimagine medicine and help improve and extend people's lives. As a company fully focused on innovative medicines, we combine scientific excellence, technological expertise, and decades of experience across research, development, manufacturing, and patient access.

Novartis Austria is one of the country's leading innovative pharmaceutical companies. With our locations in Vienna as well as Kundl and Schafftenau in Tyrol, we cover key elements of the pharmaceutical value chain, ranging from research and development to manufacturing, medical and scientific expertise, market access, and patient care. Around 3,300 associates work every day to make innovation available to patients.

A particularly important role is played by our Campus in Kundl and Schafftenau. Many innovative Novartis medicines are developed and manufactured with Austrian expertise.

These sites are key research, development, and production hubs within the global Novartis network and stand for scientific excellence, industrial strength, and international competitiveness. Around 540 researchers work here to translate scientific discoveries into tangible medical solutions. For Novartis, Austria is therefore not only a market, but also an innovation hub of global importance.

We also make a significant contribution through clinical research. With 42 clinical studies currently conducted in Austria, Novartis is among the leading companies in this field. Together with medical and scientific institutions, we work to bring innovation to patients earlier and provide access to new treatment options. For us, innovation is more than a promise. It is an investment in patients, in a strong health-care system, and in Austria's future.

This is precisely why the life sciences debate is so important for Austria. Our country benefits from excellent science, highly qualified



Catherine Emond
Country President
Novartis Austria



Roland Gander
Managing Director Novartis Pharma-
ceutical Manufacturing GmbH, Austria



Uwe Demelbauer
Head of Research
Novartis Austria

talent, strong research institutions, world-class manufacturing sites, and a high-performing healthcare system. From Novartis' perspective, an innovation-friendly environment supports investment and access to new therapies.

Novartis takes responsibility, both for advancing medicine and for acting sustainably. Our Kundl/Schaftenau Campus in Tyrol is a pioneer in sustainability. We continuously

work to improve resource efficiency, reduce emissions, and combine sustainable manufacturing with the highest quality standards.

This brochure highlights Novartis' contribution to Austria: as an innovative medicines company, a research, development, and manufacturing hub, an employer, a healthcare partner, and a key contributor to a strong life sciences ecosystem. We invite you to learn more about Novartis and accompany us on our journey.



We are Novartis

Novartis is an innovative medicines company. Every day, we work to reimagine medicine to improve and extend people's lives. In 2025, 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**
- **Immunology**
- **Neuroscience**
- **Onkology**

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

- **Chemistry**
- **Biotherapeutics**
- **xRNA**
- **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 care-givers** 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.

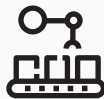
Today, we conduct research, manufacture, develop, and distribute our products at three

sites in Austria, supplying patients in Austria and around the world with innovative biopharmaceuticals. Between 2015 and 2025, Novartis invested around EUR 1.8 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 developed and produced in Austria.

Austria is a key location for Novartis



With around 3300 employees in Vienna and Tyrol, we research, develop, produce, and market innovative medicines and make them available 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, 282 participating patients, and 540 researchers in 2025, Novartis Austria is one of the pharmaceutical companies with the strongest focus on research.



Science Buster Martin Moder takes a look behind the scenes at Novartis Austria. Scan the QR code and watch the video!

Get to know Novartis

From a single cell to a therapy that changes lives – how does that work?

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.



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

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 strive to actively incorporate the perspectives of patients and caregivers.

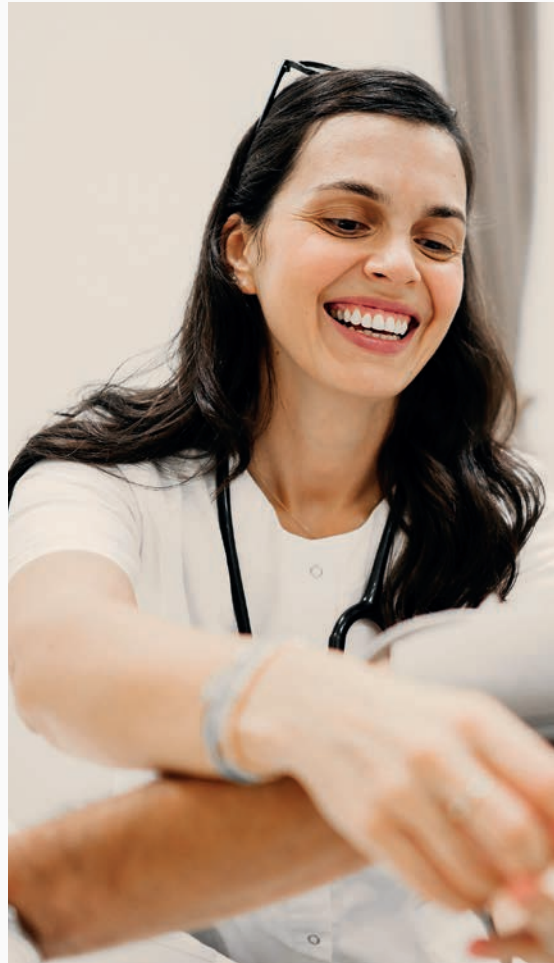
Our work with patients and caregivers is built on four promises:

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



Vienna

Vienna is the headquarters of our commercial unit “International”, encompassing business units and sales functions, including quality and regulatory affairs, with around 200 employees.

Site Management & Monitoring (SMM) | Global Clinical Operations: The Vienna-based SMM team supports the planning and execution of clinical trials in Austria, working closely with investigators, study sites and healthcare institutions to ensure high-quality clinical research. Through this work, the team helps bring innovative medicines closer to patients and contributes to generating evidence for future treatments. In 2025, Novartis was among Austria’s leading contributors to clinical research, with 42 clinical trials across Phases I-IV and 282 patients participating in treatment studies.



Kundl

Our center of excellence for state-of-the-art microbial and cell culture technology, specializing in the development and production of innovative biologics, including the production of recombinant proteins, plasmid DNA, and mRNA, with a total of approximately 800 employees

Sites:

- Drug Substance Kundl
- Development



Schafftenau

Our central development and production facility, which specializes in biotechnologically produced pharmaceuticals—from research and development through the production of the active ingredient to the manufacture of the final product—employs a total of approximately 2,300 people.

Sites:

- Drug Substance Schafftenau
- Drug Product Schafftenau
- Development



Novartis Austria in numbers

Employees

Around 3300
in Austria,
77,050 worldwide

3300

Diversity and creativity

74

different nationalities
at three locations

90

Apprentices in 5 different
professions per year,
Awarded the title of
„Ausgezeichneter Tiroler
Lehrbetrieb“

Women in
management
positions

33 %

Research and Development

150 m €

Investment volume in R&D incl.
infrastructure in 2025 alone

540

Researchers at
Novartis Austria

56

Research institutions as
partners of Novartis Austria

Sales

2.5 bn €

Net sales¹⁾

Investments

1.8 bn €

in the years
2015 to 2025

Contribution to GDP

1.5 bn €

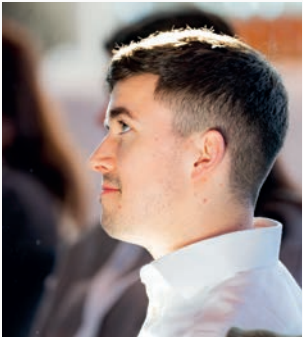
(EUR) Direct and
Indirect Contribution to
Austrian GDP²⁾

1) Annual revenue according to annual
financial statements for Novartis Austria

2) 2025 SEE Impact Validation results
for Novartis Österreich



Our Ways of Working



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.

Integrity, transparency, and high ethical standards form the foundation of how we operate. Through our Ethics, Risk & Compliance (ERC) approach, we promote a culture of responsibility and help ensure that ethical conduct guides our decisions every day.

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 flexitime and hybrid working models, part-time contracts
- 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 Schafte-
nau) 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 – CareConnect
- 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 Schafte-
nau 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.

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 Schafftenau 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). Many of our apprentices stay with the company after successfully completing their apprenticeship, take on responsible roles as skilled workers and continue to develop their careers.

The successes of Novartis apprentices since 2022 also speak for themselves: 15 state victories, 14 second places, and 16 third places in the TyrolSkills state apprentice competition, two victories, one second and one third 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, Automa-
tion and Process Control
Technology
- **Mechatronics –**
Manufacturing Technology
- **Metal Technology –**
Mechanical Engineering



Discover apprenticeships at
Novartis Austria now.



In short videos, our apprentices show
what an apprenticeship at Novartis
Austria is all about. Watch now.





Life Sciences strengthening in Austria

Novartis' Contribution

Novartis Austria combines innovation with social responsibility. As one of the leading players in Austria's life sciences industry, we create value for patients, the economy and society. Through research, investment, innovative medicines and responsible business practices, we strengthen Austria's competitiveness as a business location and make a sustainable contribution to health, prosperity and a future-ready society.

With a contribution of approximately €1.5 billion to Austria's gross domestic product (GDP), €1.8 billion in investments since 2015, and more than 9,300 jobs secured, including 3,300 direct jobs, Novartis is a major contributor to value creation in Austria's life sciences sector.

- **€ 1.5 billion in direct and indirect contribution to Austria's GDP** (SEE data 2025)
- **13 % of our GDP contribution comes from research & development** (SEE data 2025)
- **€ 1.8 billion in investments** in Austria since 2015
- **540 researchers:** The largest pharmaceutical industry research organisation in Austria
- **€ 150 million invested in research & development in 2025**
- **42 clinical trials:** One of the leading companies for clinical research in Austria



- **#1 in the Access to Medicine Index 2024:**
Global leader in access to innovative medicines
- **#1 pharmaceutical company on TIME's World's Most Sustainable Companies list:** Recognised for our consistent commitment to environmental sustainability throughout the entire value chain
- **71 % reduction in greenhouse gas emissions** from energy consumption at our own sites since 2016
- **100 % electricity from renewable energy sources** at our Kundl and Schafftenau sites since 2014
- **9,371 jobs secured in Austria** (direct and indirect)



Sources: Novartis Austria Social, Environmental & Economic Impact Valuation (SEE IV) 2025; Novartis Austria ESG Reporting 2025; Novartis Austria Company Presentation 2025.

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. Biodiversity at our sites and support for various initiatives to preserve biodiversity are also an essential component of our environmental policy.

The current target achievement is presented in the "Report on Nonfinancial Matters 2025".

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



Find more details in our
Environmental Statement.



A total of five electric boilers for steam generation (left) have been installed at the Kundl (top) and Schafftenau (bottom) sites over the past few months.

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.



Commitment to society and health

Community engagement is an integral part of Novartis Austria's responsibility. In addition, Novartis Austria supports professional exchange in the healthcare sector and dialogue with patients through partnerships. In this way, we contribute to knowledge sharing and networking in the healthcare sector.

The so-called Community Partnership Days give employees the opportunity to actively support social and sustainable projects in the region.

Together with the Kufstein District Forestry Inspectorate, a contribution was made to preserving regional forest areas as part of a reforestation initiative in Scheffau. In addition, two project days were held in cooperation with the Mariatal Special Needs School. Through this joint commitment, special activities were organised, valuable encounters were created and unforgettable experiences were made possible for the children.

CampusDay also combines community, interaction and social engagement. Employees, their families and loved ones gain exciting insights into the wide range of activities at the Schafftenau site. Another highlight was the 100th anniversary of the Schafftenau company fire brigade. This special milestone

was celebrated with a large vehicle exhibition and a varied programme highlighting the history, responsibilities and achievements of the company fire brigade.

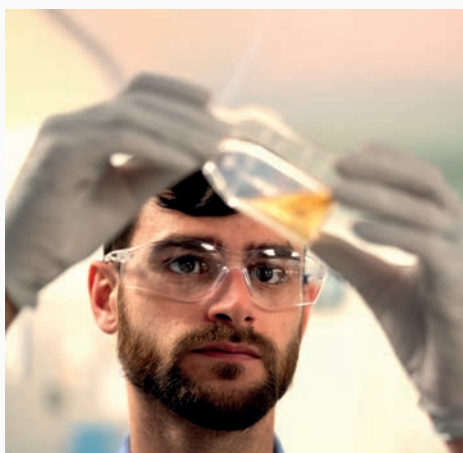


Responsibility for People and the Environment

For more information on our ESG priorities (environment, social issues, and corporate governance) as well as other nonfinancial matters, please see our “Report on Nonfinancial Matters 2025.”



Click here for the Novartis “Report on
Nonfinancial Matters 2025” (in English).





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