

Novartis in Switzerland

Novartis in der Schweiz

Novartis en Suisse





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Foreword

Dear Reader

2022 has been a truly eventful year – throughout which we continued to work tirelessly to reimagine medicine to improve and extend people's lives. To help us get there, we recently evolved our strategy towards delivering high-value medicines that alleviate society's greatest disease burdens through technology leadership in research and development and novel access approaches. As we execute on our strategy, we have clear focus areas that determine where we invest our time, energy and resources. Switzerland will continue to play a pivotal role in delivering on our strategy. For example, we recently inaugurated a new state-of-the-art production facility for siRNA at our Schweizerhalle site and announced to invest into a new biologics center for early technical development on our Campus in Basel.

Ongoing dialogue and exchange with our many stakeholders are very important factors on our journey to reimagine medicine. To this end, we opened our Campus in Basel to external start-ups, incubators, institutions, and companies starting in 2021 – and to the public since October 2022. The newly built Novartis Pavillon further enables dialogue and exchange between the life sciences sector and society, inviting everybody to learn about, engage with and be inspired by the wonders of medicine. We are convinced that proximity and active dialogue will spark new thinking and new approaches, strengthening not only the Novartis Campus as an innovation hub but also Basel and Switzerland as a business location.

This year we look forward to celebrating the 30th anniversary of our school laboratory which was the first of its kind here in Switzerland. Since 1993, each year the school lab has provided over 3,000 young people from across the country with exciting insights into thinking and working in the science field. The school lab plays an important part in our commitment to promote research and education in Switzerland, and we are looking forward to taking a next step towards this commitment in summer, when we are moving the lab into a new, prominent location at the heart of our Campus in Basel.

I invite you to learn more about Novartis in Switzerland in this brochure, and hope to welcome you soon in the Novartis Pavillon and on our Campus in Basel.

Matthias Leuenberger
Country President Novartis Switzerland



Novartis at a glance

Who we are

Novartis reimagines medicine to improve and extend people's lives. Our medicines, which reached 743 million patients around the world in 2022, address most major disease areas, from cancer to heart disease to rare genetic disorders.

Our purpose

Our purpose is to reimagine medicine to improve and extend people's lives. We use innovative science and technology to address some of society's most challenging healthcare issues. We discover and develop breakthrough treatments and find new ways to deliver them to as many people as possible. We also aim to reward those who invest their money, time and ideas in our company.

Our company

We have two global operating divisions: Innovative Medicines, which specializes in patent-protected medicines, and Sandoz, which sells generics and biosimilars. Innovative Medicines is the larger of our two divisions in terms of consolidated net sales. These divisions are supported by our research and development (R&D) teams, as well as our operations and corporate functions.





Innovative Medicines

Innovative Medicines comprises two commercial units: **Innovative Medicines US** and **Innovative Medicines International**. These units were created in April 2022 as part of a new, integrated organizational structure. Our Innovative Medicines Division reached approximately 236 million patients in 2022.

Sandoz

The Sandoz Division is a global leader in high-quality, affordable generics and biosimilars. Sandoz reached approximately 453 million patients in 2022.

Research and development

At the heart of our company is R&D. Novartis consistently ranks among the world's top companies investing in R&D:

The **Novartis Institutes for BioMedical Research (NIBR)** is our innovation engine, focused on discovering new medicines for diseases with unmet medical need.

Our **Global Drug Development (GDD)** organization oversees the development of potential new medicines, running large clinical trials and securing regulatory approval.

Operations and corporate functions

Operations manufactures and delivers medicines to customers and takes care of digital, IT and other support services across the organization.

Corporate functions provide expertise in areas such as finance, human resources, legal, communications, as well as ethics, risk and compliance. Our Global Health function focuses on expanding and improving healthcare in low- and middle-income countries. Our Strategy and Growth function, created as part of our new organizational structure, combines corporate strategy, R&D portfolio strategy and business development.

Our Commitment to Patients and Caregivers



Engaging patients in medicines development creates value for healthcare systems and improves the likelihood of getting drugs to market.¹ The patient community increasingly expects to be engaged in medicines development. Our Commitment to Patients and Caregivers lays out our ambition to embed the patient perspective more systematically and consistently in the life cycle of medicine. Our Code of Ethics highlights why it matters: Patients deserve to live their best lives possible. Co-creation with the community is necessary to optimize the benefit of medicines for patients and society.



Respecting and understanding the patient community perspective



Conducting responsible clinical trials



Expanding access to our medicines



Recognizing the importance of transparency and reporting



Learn more about
our Commitment to Patients and Caregivers.

¹ The Innovation Imperative, The Future of Drug Development, The Economist Intelligence Unit Limited, 2018

Therapeutic areas

We focus on five therapeutic areas where there are high unmet patient needs:

Cardiovascular
Immunology
Neuroscience
Solid Tumors
Hematology

In addition, we also have research and in-market programs in Ophthalmology and Respiratory.

Through Sandoz, we also offer around 1,000 generics and biosimilars in areas ranging from cardiovascular and respiratory illnesses to conditions affecting the central nervous system.

Country
 Focus
Switzerland

Main disease areas in Switzerland

Our Innovative Medicines Division offers an established portfolio of approved treatments to respond optimally to the needs of our patients in Switzerland.



In **cardiovascular diseases**, our focus is on patients who suffer from heart failure and hypercholesterolemia (high cholesterol).

Major brands: Entresto®, Leqvio®



In **immunology**, our focus is on the treatment of psoriasis and chronic rheumatic diseases (psoriatic arthritis, axial spondyloarthritis).

Major brand: Cosentyx®



In **neuroscience**, we are primarily focused on conditions including multiple sclerosis, migraine and spinal muscular atrophy (SMA).

Major brands: Kesimpta®, Zolgensma®



In **oncology**, we focus on prolonging and improving the lives of our patients with solid tumors, including breast cancer and prostate cancer, as well as with certain blood cancers such as the myeloproliferative neoplasms.

Major brands: Jakavi®, Kisqali®

Our strategy

Our strategy as a focused medicines company is to deliver high-value medicines that alleviate society's greatest disease burdens through technology leadership in research and development and novel access approaches.

In 2022, we took this strategy further by putting in place a new organizational structure, updating our strategic priorities and announcing plans to spin off our Sandoz generics and biosimilars division – paving the way to advance as one company focused fully on innovative medicines.



We have clear **focus areas** and **priorities** to create value for our company, our shareholders and society. Here, we invest most of our time, energy and resources.



5 core therapeutic areas¹

cardiovascular, immunology, neuroscience, solid tumors, hematology



2+3 technology platforms

chemistry, biotherapeutics, RNA, radioligand, gene and cell therapy

These focus areas are supported by **strategic priorities**, which determine how we implement our strategy.



Deliver high-value medicines

to accelerate growth.



Embed operational excellence

to deliver returns.



Strengthen our foundations by

- unleashing the power of our people
- scaling data science and technology
- building trust with society

¹ Other therapeutic areas opportunistically

Our strategy

Deliver high-value medicines

Our approach to R&D

In research and development (R&D), we are driven by the Novartis purpose: to deliver high-value, innovative medicines that alleviate society's greatest disease burdens. The strength of our R&D engine, powered by focus, deep expertise and advanced approaches, enables us to turn our breakthrough science into transformative treatments that have the potential to improve and extend the lives of patients.

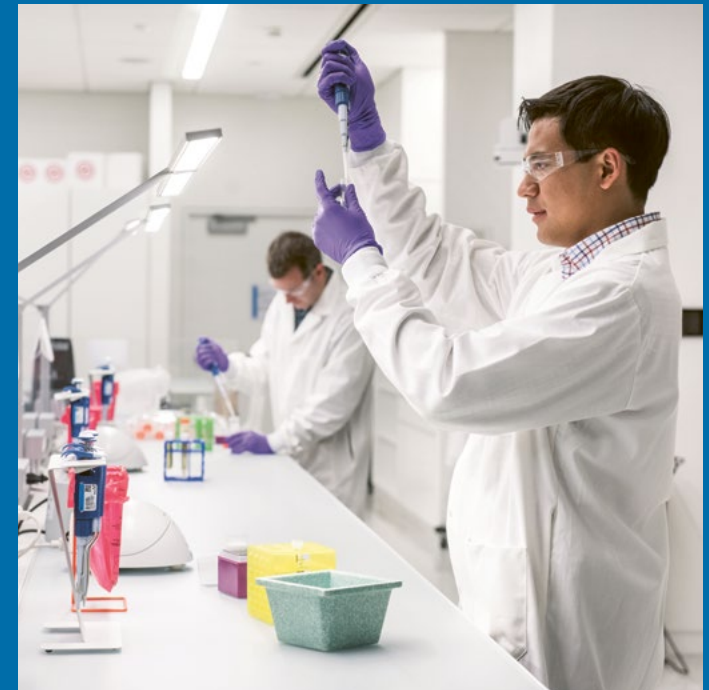
Our R&D effort spans two units, the Novartis Institutes for BioMedical Research (NIBR) and Global Drug Development (GDD), where more than 20,000 employees work to discover and develop medicines for diseases with high unmet need across our therapeutic areas.

Our strong position is bolstered by external partnerships, and we partner with innovators across industry and academia to break down barriers in science and accelerate medical discovery.

Country
+ Focus
Switzerland

R&D

Switzerland is a key location for our research and development. In 2022, we invested a total of CHF 4.7 billion in our home country, which account for 49 percent of our global R&D spending. Basel is home to approximately 2,500 NIBR associates. These researchers use pioneering methods and cutting-edge technologies to achieve breakthroughs in areas such as the treatment of musculoskeletal disorders, cancer, and diseases of the skin and immune system. Basel is also headquarters for GDD, encompassing more than 3,000 GDD associates.

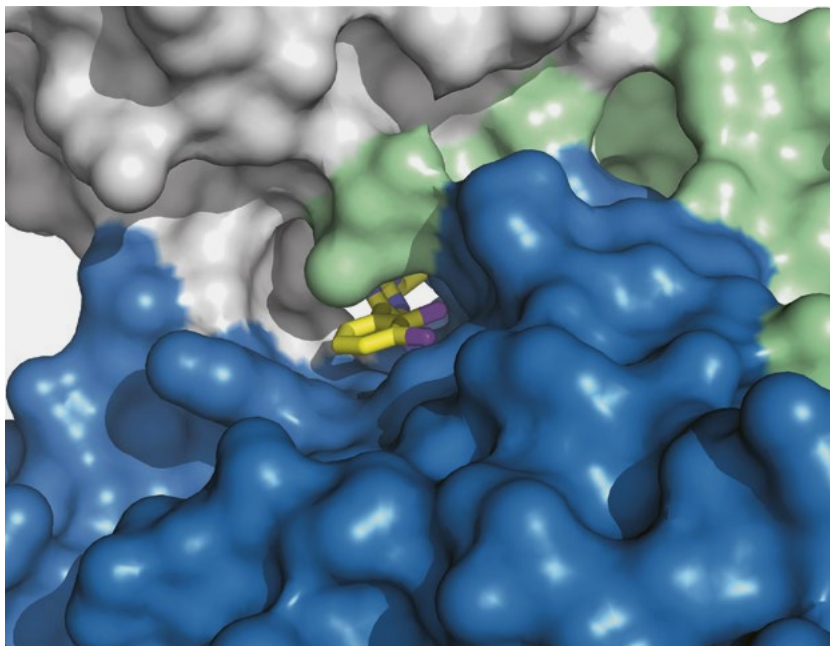


Our technology platforms

Novartis focuses on two established platforms – chemistry and biotherapeutics – plus three advanced platforms – RNA, radioligand therapy and gene and cell therapy – that offer targeted approaches to treating disease. We are investing to build our capabilities in these advanced platforms and expect them to play an increasingly important role in developing new medicines in the future.

Chemistry

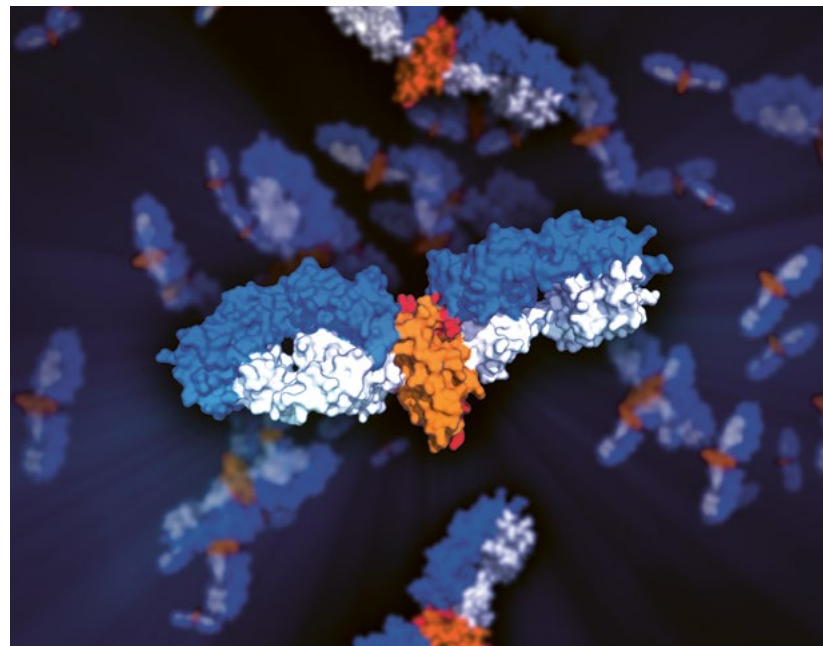
Chemistry is the discovery of low-molecular-weight synthetic molecules that can be optimized as medicines. Chemistry has long been at the core of drug discovery at Novartis, and we continue to explore novel ways of using chemistry and chemical biology to modulate target function.



We are investing to build our capabilities in these advanced platforms.

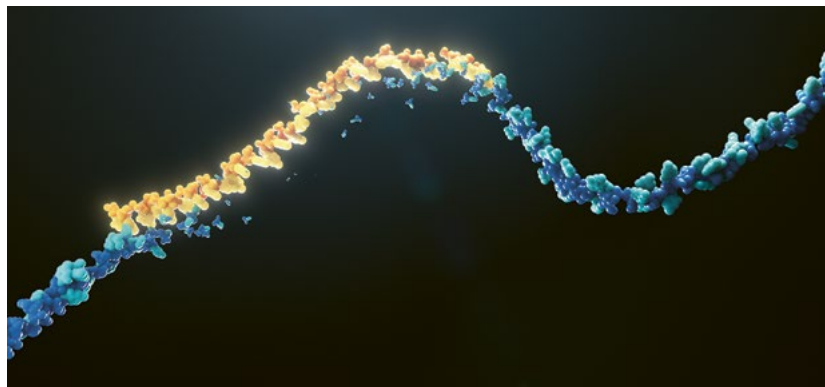
Biotherapeutics

Biotherapeutics, sometimes referred to as biologics, are medicines composed of building blocks such as amino acids and nucleotides derived from living organisms. To make these therapies, biological products are carefully engineered to treat specific disease targets in the human body.



Ribonucleic acids (RNA)

RNA therapies use various forms of ribonucleic acids to modify biological pathways in the body to treat or cure specific illnesses.



© Mark Mazaitis

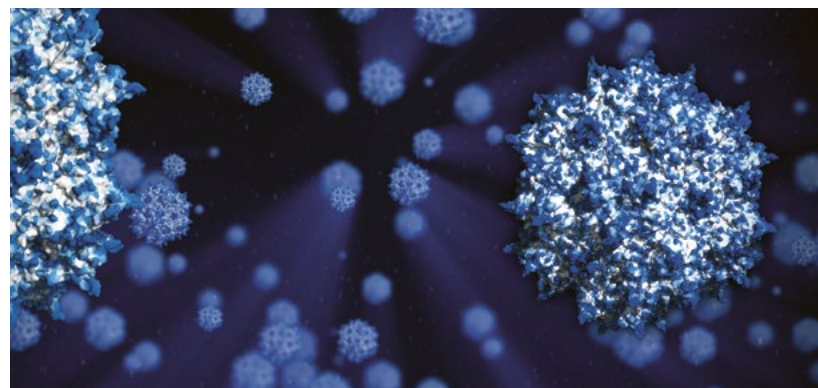
Radioligand (RLT)

Radioligand therapy delivers precision-targeted radiation to cancer cells in the body with the goal of limiting damage to surrounding tissue. It has the potential to address a wide range of cancers and become a major pillar of cancer care.



Gene and cell therapy

Gene therapies modify part of a patient's genetic makeup to help treat genetic or inherited diseases. Cell therapies treat diseases by restoring or altering certain sets of cells or by using cells to carry a therapy through the body. An example of cell therapy is chimeric antigen receptor T-cell (CAR-T) therapy, a treatment generated from a patient's own T-cells. Novartis was the first pharmaceutical company to significantly invest in pioneering CAR-T research and continues to invest in this space.



Learn more about
our technology platforms.

Our innovative pipeline

Aligned with our focused strategy as a “pure play” innovative medicines company, we have clear priorities in R&D to maximize the value of our pipeline of investigational medicines that alleviate society’s greatest disease burdens.

With approximately 40 new drug approvals over the last 20 years, Novartis is refining our proven development engine with greater focus on asset value and improving R&D productivity. We have one of the strongest clinical development programs in the industry, and currently have around 150 projects in full clinical development, including 44 ongoing Phase III programs.

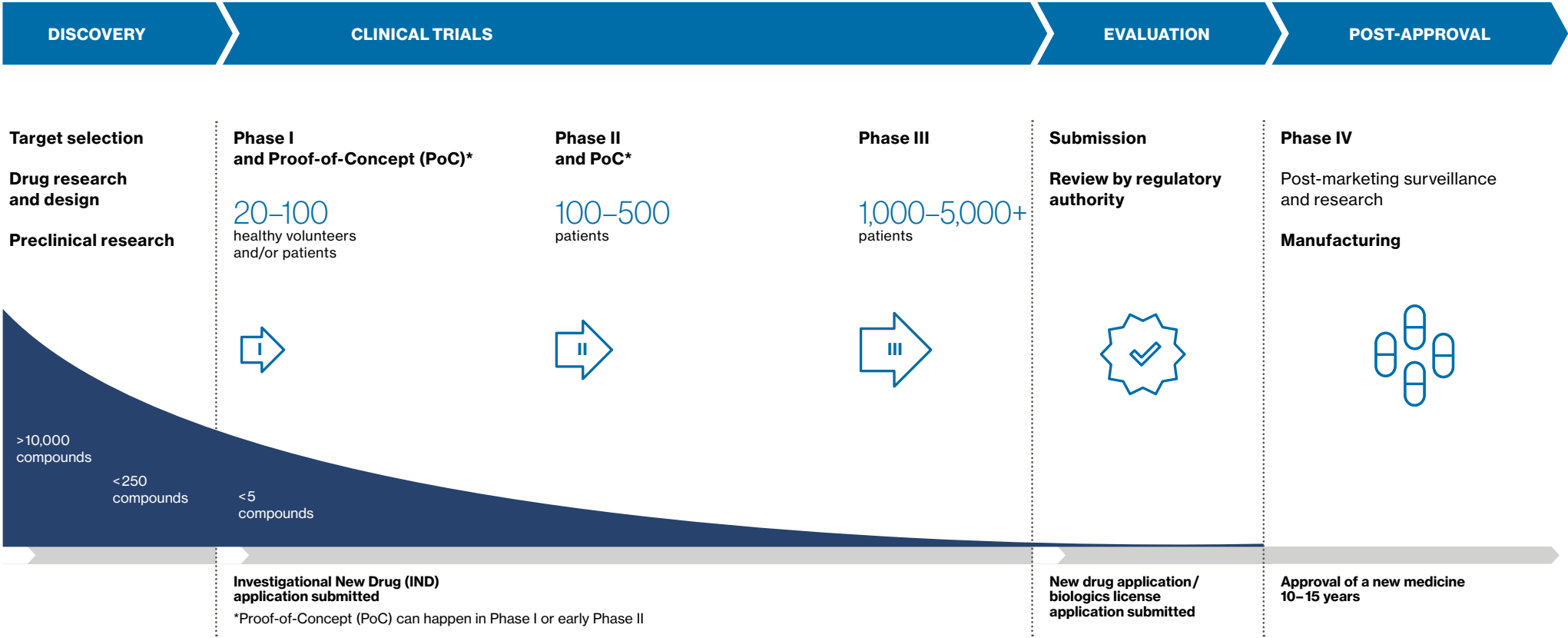
Our work is powered by five technology platforms that help us to discover, develop and commercialize new therapies across our therapeutic areas. We are investing to build our capabilities in these advanced platforms and expect them to play an increasingly important role in developing new medicines in the future.



The path to a new medicine

Each treatment begins as an idea, which is incubated, refined and tested – first in the laboratory and later in the clinic – over many years.

Our researchers advance these promising ideas from a variety of internal and external sources, focusing on projects with the potential to significantly improve or extend lives.



Our strategy

Unleash the power of our people

The greatest strength of Novartis is our employees, whose diversity, energy and creativity are crucial to our success.

Our culture

We strive to unleash the power of our people and we cultivate a company culture that is inspired, curious and unbossed.

Our values

Our four values underpin our company culture and describe the way we behave and how we work together. They guide us in our recruitment processes, employee development, as well as individual and team impact discussions.

Inspired

Engage our people
Strive for patients
Live our purpose

Curious

Be open
Be self-aware
Learn

Unbossed

Create clarity
Serve others
Own your actions

Integrity

Be honest
Have courage
Do what is right

+ Country Focus Switzerland

Diversity, Equity & Inclusion

We aspire to build a diverse, equitable and inclusive culture where all of us can be our best and authentic selves. This enables a foundation of trust, generates a sense of belonging and helps to drive innovation through diverse perspectives.

We are making significant progress globally and in Switzerland. For example, we advanced our **Equal Pay International Coalition (EPIC)** pledge – and were recognized by the **Swiss LGBTI Label** as well as the **Swiss Career Empowerment Label**.

We also collaborate as part of **Inclusion Champions Switzerland** with the **Center for Disability Integration at the University of St. Gallen** to stand up for **disability equity**. Together, we identify gaps and develop best-practice solutions to remove barriers for Novartis employees with disabilities to participate as equal members of our organization.

Scan the QR code and listen to our colleague Frederique, who was diagnosed with Ehlers-Danlos syndrome in 2019, a rare condition that affects connective tissues. She is a member of our Diversability Support Network – one of our many Employee Resource Groups.



Listen to
the Novartis podcast "A bottle of empathy."



Novartis in Switzerland

Our history

Strong Swiss roots

Novartis is a global company with a strong commitment to its Swiss roots, which stretch back over 250 years. Innovation and quality have always been an essential part of our company history, which our three predecessor companies also vouched for: Geigy started in Basel in the 18th century by selling chemicals and dyes, then Ciba was set up in 1859 focusing on the production of dyes. In 1886, the chemical company Sandoz was also founded in Basel.



Fabrikstrasse and Sandoz administration building (1961)

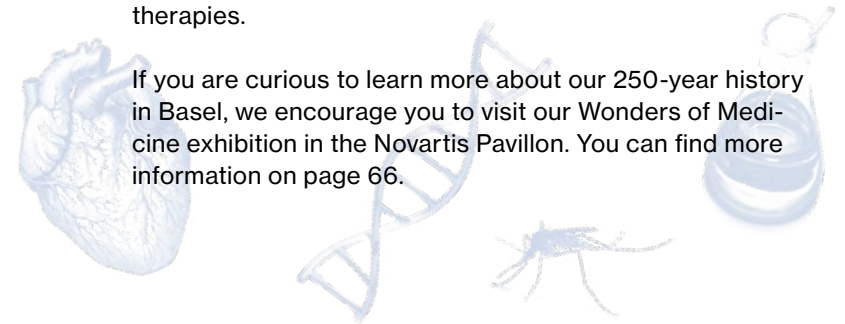
Scientists from all over the world are engaged in Basel.

In 1996, the companies Ciba and Geigy, by then merged, in turn combined with Sandoz to form Novartis, which was the largest merger in the history of the industry at that time.

Importance of Switzerland

Switzerland is one of the most important research and production hubs of Novartis. The approximately 11,300 employees who work here make an important contribution to the success of the pharmaceutical industry, which over the past 250 years has developed into a stable driver of the economy in Switzerland. 2 percent of the company's total sales are generated in Switzerland. Many international units are based in Basel, including our company headquarters and management teams for Innovative Medicines International, Global Drug Development, Sandoz and all corporate functions. The Novartis Campus Basel is one of our most important research sites: Scientists from all over the world are engaged in research here on innovative medicines and therapies.

If you are curious to learn more about our 250-year history in Basel, we encourage you to visit our Wonders of Medicine exhibition in the Novartis Pavillon. You can find more information on page 66.





Our sites

Basel (BS)

- Company headquarters
- Head office of Innovative Medicines International
- Research and development
- Operations – manufacturing site
- Headquarters Sandoz

Schweizerhalle (BL)

Operations – manufacturing site

Stein (AG)

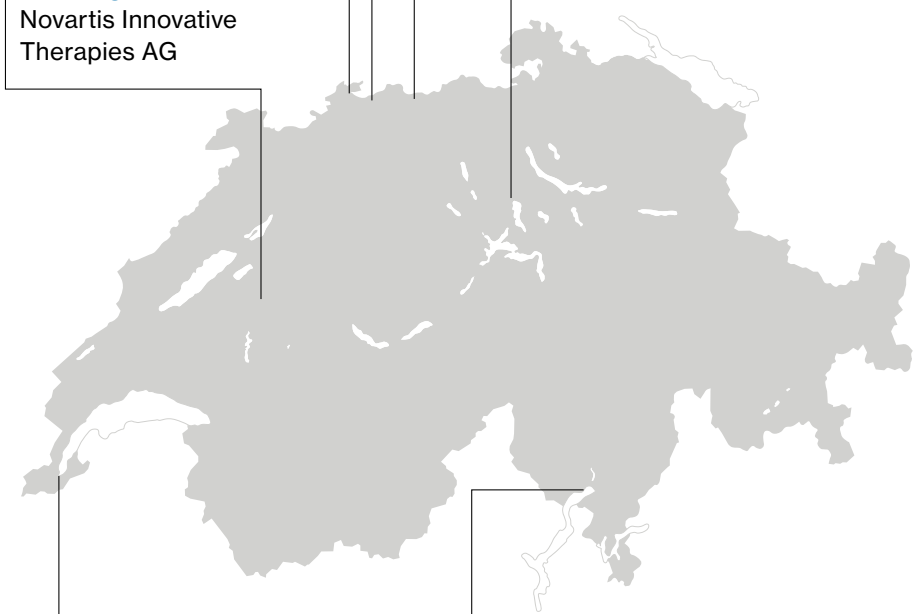
Operations – manufacturing site

Rotkreuz (ZG)

- Novartis Pharma Switzerland
- Sandoz Switzerland
- Novartis Gene Therapies

Fribourg (FR)

Novartis Innovative Therapies AG



Geneva (GE)

Advanced Accelerator Applications (AAA)

Locarno (TI)

Operations – Pharamanlytica



Site portraits

Basel (BS)

Novartis Campus Basel

Our Novartis Campus is home to the global headquarters of Novartis and is the workplace for around 8,000 associates. It is a modern center for research, development and management, where work takes place across divisions and teams. Forward-looking laboratory models and office landscapes with diverse work and meeting spaces now shape the character of this former industrial complex.

Novartis is investing significantly in the ongoing development of the Novartis Campus. In 2022, we inaugurated Banting 1, a newly renovated state-of-the-art laboratory building. Furthermore, plans are in place to create a new biologics center for early technical development that will result in the relocation of the current biologics technical development activities from Basel Klybeck to the Novartis Campus Basel.

Our vision is that the Novartis Campus should be a catalyst for even more encounters, collaboration and scientific progress. To this end, we opened the Novartis Campus to external start-ups, incubators, institutions and companies starting in 2021 – and to the public since October 2022. We are convinced that proximity and conversations inspire new thinking and new approaches, strengthening both the Novartis Campus as a research location and the life sciences industry in Basel.

The newly built Novartis Pavillon further enables dialogue and exchange between the life sciences sector and the public, inviting everybody to learn about, engage with and be inspired by the wonders of medicine.

Learn more about how you can experience the Novartis Campus on page 66.

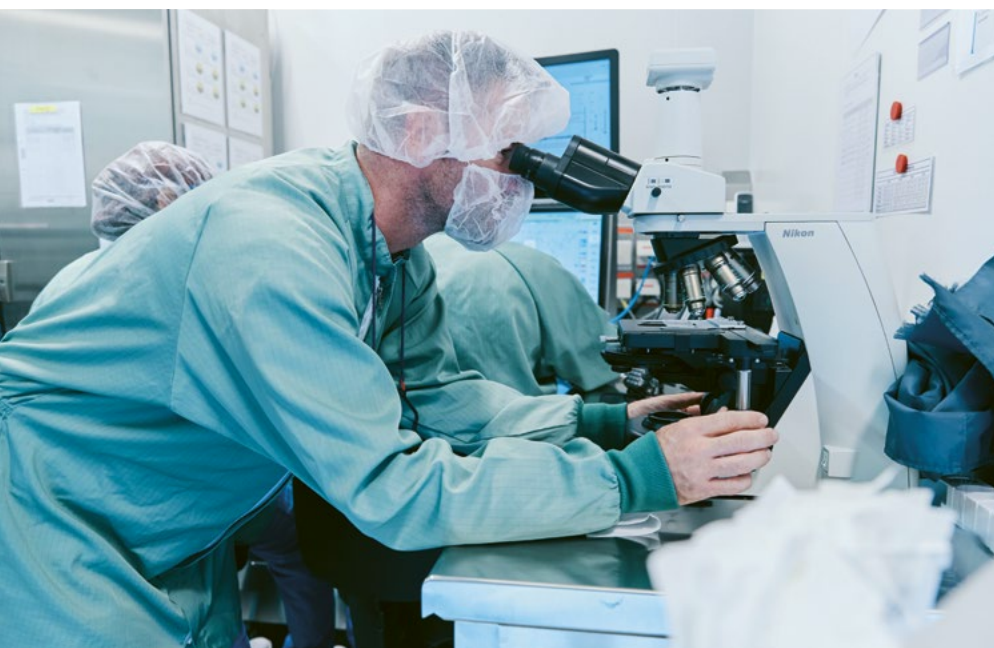
Basel (BS)

Operations – manufacturing site Basel

Basel Drug Substance Supply (BDSS) is a biotechnology site, established in 2007. Approximately 160 associates are producing, testing and releasing clinical and commercial drug substance from mammalian cells and cell banks. BDSS also performs cell bank manufacturing and bioassay testing to support the global Novartis biotech network as well as research and development activities. The site provides both clinical and commercial supply, thereby playing a key role in launching new biological entities.

Like many other sites in our manufacturing network, BDSS is offering some production slots to third parties (contract manufacturing).

BDSS is located in Basel's former industrial quarter Klybeck. The area, which is currently being developed into a diverse urban district, has a rich history that reaches back to the 15th century. BDSS is presently expanding its production capacity by adding two new bioreactors – a visible commitment to the Klybeck site for the next years to come.



Schweizerhalle (BL)

Operations – manufacturing site Schweizerhalle

Schweizerhalle has been a production site since the late 1930s. Today the approximately 200 employees working in chemical production in Switzerland mainly produce small-batch, innovative compounds and intermediate products for a range of drugs. These drugs are produced with technically complex, specially designed systems that employ state-of-the-art technologies. The drugs are then approved for further processing by various partners in the Novartis production network. As a chemical launch and production site,

Schweizerhalle plays an important role in introducing new drugs within the global chemical production network.

In 2022, we installed the first Novartis RNA oligonucleotide manufacturing facility at our Schweizerhalle site to produce the active ingredient of a novel treatment in the area of cardiovascular diseases. This cutting-edge technology is operating approximately 100 newly installed individual pieces of equipment connected with a total of 12 kilometers of piping.



Stein (AG)

Operations – manufacturing site Stein

Stein, located about 30 kilometers up the Rhine from Basel, is a strategically important site for the production and launch of innovative medicines and treatments. Production of sterile and solid dosage forms, as well as cell and gene therapies, takes place here. Overall, nearly 1,700 employees are working at our site in Stein. Each year millions of tablets, capsules, prefilled syringes, vials, autoinjectors and personalized medicines are produced, inspected, packaged and shipped to over 140 countries around the world from the site with the highest standards in quality, health, safety and environment. Since 2019, the new cell and gene production facility has provided patients with personalized CAR-T cell therapies.

In October 2021, a contract manufacturing organization (CMO) was formed with the aim of leveraging manufacturing assets and technologies, and highly skilled teams to provide support to

other companies. With the CMO unit in place, the Stein site can continue to enhance its internal focus on innovative therapeutic areas to further strengthen its market position and better support the growth of the Novartis portfolio and expand the expertise to external companies.

The Stein site is further being developed into a state-of-the-art Life Science Park Rheintal to attract other life science businesses to take up residence there. The park provides a wide range of customized services across multiple disciplines, including engineering, logistics, health, safety and environment, facility management, and real estate services meeting international Good Manufacturing Practices standards. This allows companies to focus on their core business in an environment oriented firmly towards innovation and production.

See how
our teams in Stein cell and
gene therapies work.



Rotkreuz (ZG)

Novartis Pharma Schweiz

The local business unit is responsible for marketing around 80 prescription medicines in Switzerland. The main therapeutic areas include oncology and hematology, neuroscience, immunology and cardiology.

The company employs a total of around 260 people internally and in the field, working in such areas as marketing, sales, medical consulting and quality assurance, as well as logistics, order processing and the coordination of clinical trials.

Sandoz Switzerland

The Sandoz subsidiary in Switzerland is one of the leading generics producers in the country. The product portfolio comprises around 200 active substances in

more than 1,000 different packs. Sandoz is also a pioneer in biosimilars. Around 140 employees work for the company, of which one-third in the sales force.



Novartis Gene Therapies

The European headquarters of Novartis Gene Therapies are located in Rotkreuz. Novartis Gene Therapies is reimagining medicine to transform the lives of people living with rare genetic diseases. Utilizing cutting-edge technology, Novartis Gene Therapies is working to turn prom-

ising gene therapies into proven treatments. It is powered by an extensive manufacturing footprint, in capacity and expertise, enabling it to bring gene therapies to patients around the world with quality and at scale.

Geneva (GE)

Advanced Accelerator Applications (AAA)

Since 2014, Geneva has been home to Advanced Accelerator Applications International. AAA is the radioligand business of Novartis and currently markets two targeted radioligand therapies

in oncology and several precision imaging products. Located adjacent to the picturesque Lake Geneva, this AAA site serves as a collaboration hub for many business functions.

Locarno (TI)

Operations – Pharmanalytica

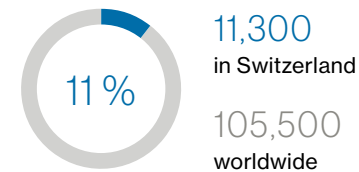
Pharmanalytica is part of our manufacturing and supply site network. Pharmanalytica's responsibilities include performing stability tests and specific release tests for Novartis products, writing stability reports and storing stability samples in climate chambers.

The ongoing evolution of the Novartis product portfolio and resulting changes in required product testing capacity led to a lower demand for such product test capabilities at Novartis Pharmanalytica over the last years. The site is planned to be closed by the end of 2023.



Facts and figures 2022

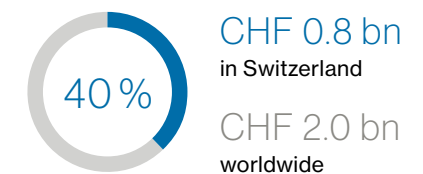
Employees



Sales

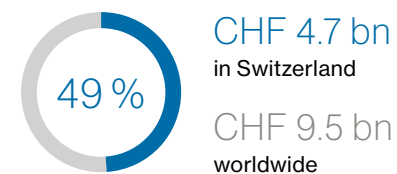


Current income taxes

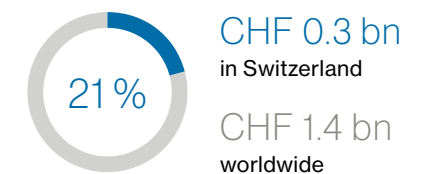


Average value: 2020–2022

Research and development



Investment in property, plant, and equipment



Our contribution to the Swiss economy and society

Transparency regarding the impact of our business activities on the environment and society is essential in order to be able to act responsibly and holistically. We can thus base our management decisions on our impact and make improvements in specific areas.

We use impact analysis to survey our social, environmental and economic impact at global level as well as for Switzerland in particular.

An impact valuation enables us to measure business processes and evaluate them from a monetary perspective. This makes it possible, for example, to quantify and compare the costs incurred as a result of illnesses caused by air pollutant emissions and greenhouse gas emissions. Likewise, the social added value generated by a company can be evaluated.

Novartis is a pioneer in the development and implementation of a systematic approach for evaluating and monetizing a company's impact. Our goal is to shape our own contribution in a positive manner and play a leading role in the discussion on how to measure and assess this impact.



Learn more about

Social, Environmental and Economic (SEE) Impact Valuation.

Our social footprint in Switzerland



4.7 million

patients in Switzerland included in the analysis

of which

1.2 million

were treated with innovative drugs



133

drugs included in the analysis

were responsible for

60,700

additional **healthy years** of life



CHF 10.1 billion

Social impact

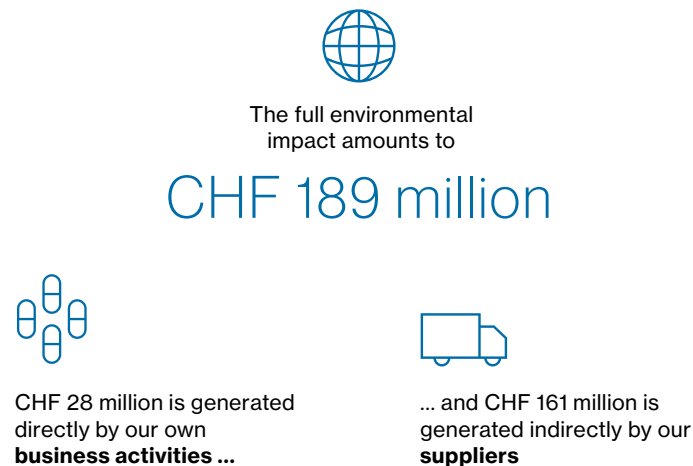
Work productivity due to additional healthy years of life

Impact analysis with figures from 2021

Increased productivity thanks to innovative drug therapies

Innovative drugs and therapies from Novartis leave a positive mark on the economy and society. Helping patients return to work, to their families and/or to other social activities sooner helps to reduce or avoid the productivity losses that result from illness-related absences. In other words, drug therapies also play an economic and social role.

Our environmental footprint in Switzerland

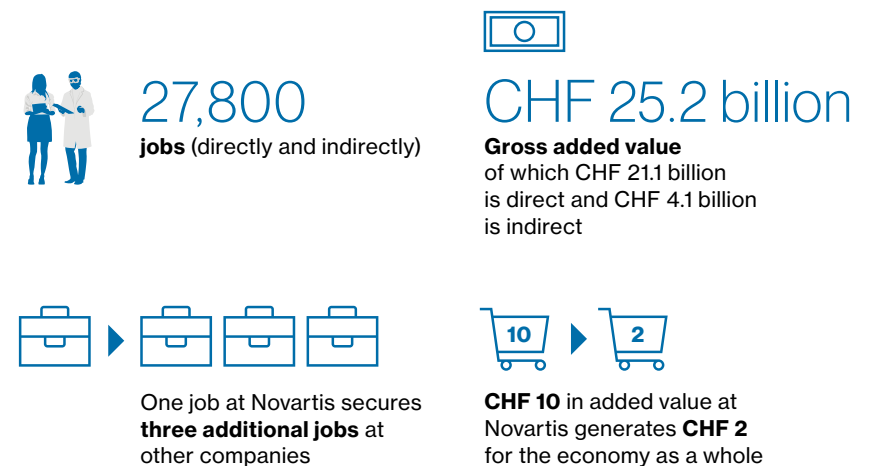


Impact analysis with figures from 2021

A commitment to the sustainable use of resources

Novartis is committed to reducing its environmental footprint. The environmental footprint generated by Novartis – encompassing the full impact of our activities on the environment – is the result of greenhouse gas emissions and other emissions, water consumption, waste production and drug consumption. The entire delivery chain is assessed to determine the environmental footprint, thereby also allowing us to calculate our indirect footprint caused, for instance, by suppliers transporting our products. This includes the induced impact – the environmental effects arising from the consumption of goods and services by Novartis employees and its suppliers in Switzerland.

Our economic footprint in Switzerland



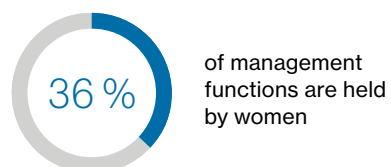
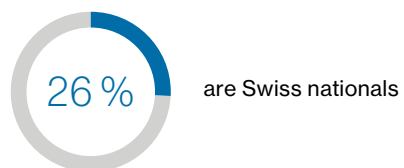
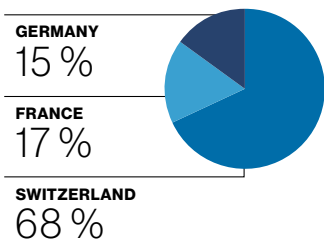
Impact analysis with figures from 2021

Adding value and contributing to the job market

The economic impact of Novartis goes well beyond its own business activities and direct outcomes. Awarding contracts to third parties, seeking the services of external providers, the daily expenditure of the Novartis workforce as well as taxes and social security contributions: All these activities by Novartis have a significant indirect effect on the job market, the economy and government funding.

Working at Novartis in Switzerland Our associates

Employees' country of residence



440
EMPLOYEES
are dedicated to
the Swiss market

11,300
EMPLOYEES
work in Switzerland



Working at Novartis in Switzerland

Our ways of working

Our employees are critical to fulfilling our purpose of reimagining medicine to improve and extend people's lives. Our aspiration is for every employee to feel inspired by our purpose, be curious about new ideas, and work in an unbossed environment that encourages teamwork, initiative and innovation.

Due to the global disruption and uncertainty caused by the pandemic, we set out on a journey for our ways of working with a learning mindset, knowing that as the world continues to evolve, we need to evolve with it.

New ways of working

In recent years, working models have become more flexible – a logical step during the upheavals of the pandemic. In 2020, we took an experimental approach and launched a program called Choice with Responsibility to give employees more flexibility and maintain business continuity, while also emphasizing the importance of working together on-site on occasions to support innovation and strengthen teamwork and collective responsibility.

As the pandemic has subsided in many countries, we have made the decision to further evolve our approach to hybrid working to increase our focus on collaboration and innovation.

Our updated guidance was announced in 2022 and will be implemented in 2023 following due process. We aim to provide flexibility where it makes sense, while also prioritizing physical time spent together, encouraging a team-first mindset, and giving greater clarity and accountability to our teams. The diversity of roles across our organization allows for different levels of flexibility. As a result, we have provided specific guidance for our field force, office workers, lab workers and manufacturing workers.

Supporting our employees

At Novartis, we celebrate life and recognize moments that matter. Our comprehensive **Work & Care** services assist our employees at various stages of their lives. For instance, we provide working parents with childcare services, and both birthing and non-birthing parents receive at least 18 weeks of paid **parental leave**. We also provide paid leave for employees who care for immediate family members or relatives.

The **Energized for Life** program offers a holistic approach that helps employees boost their energy levels through health awareness as well as physical, mental and social well-being activities.

Working at Novartis in Switzerland

Starting a career

Talented, engaged and responsible young people are our future. We therefore offer people starting out on their career diverse opportunities for development. Current vacancies are regularly advertised on our careers portal: www.novartis.com/careers

Students and university graduates

For our core business, we look in particular for students and university graduates in the fields of natural sciences, medicine and engineering. However, we also require specialists in the fields of economics, law, psychology and social sciences who are interested in starting their career at Novartis. Internships are available at every stage of academic training and are offered to:

- Bachelor's degree students
- Master's degree students
- Graduates
- MBA students
- Ph.D. students and postdocs

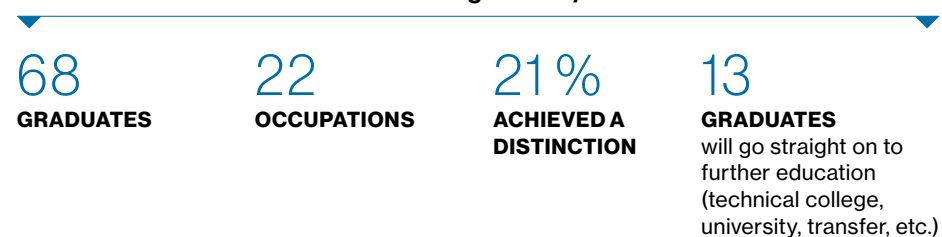
We provide trainees with knowledge and skills in different occupations.

Vocational training

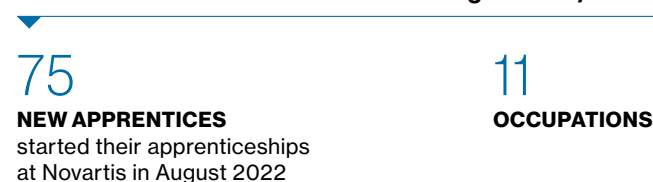
Around 75 apprentices start an apprenticeship at Novartis each year. Currently, there are approximately 210 apprentices with us at Novartis Switzerland. The main focus of this training is on research and development as well as production. We provide trainees with knowledge and skills in the following occupations:

- laboratory technician in biology
- laboratory technician in chemistry
- chemical and pharmaceutical technician
- automation engineer
- office assistant
- computer scientist
- commercial assistant
- logistician
- polymechanic
- animal keeper
- mediamatician

Vocational training in 2021/2022



Vocational training in 2022/2023



The Novartis school laboratory

Research, experiments and observation: Each year, around 3,000 pupils from all over Switzerland and its neighboring countries benefit from an interesting and enriching visit to the Novartis school laboratory. Here, the pupils gain a taste of the world of drug research and development by observing exciting experiments and spending time on absorbing issues relating to chemistry, biology and medicine.

The school laboratory serves as inspiration for future students and apprentices to embark on a career in the sciences and/or drug research and development. Since the opening of the Novartis Pavillon, parts of the program are held in the new School^{Hub} to further inspire young people for STEM (Science, Technology, Engineering, Mathematics) roles.



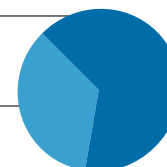
Services

- 180 workshops per year
- Summer school (focus on primary school)
- Summer camp (focus on secondary and upper secondary classes)
- Support for high school graduates
- Workshops for teachers
- Delivery of around 80 education packs for school experiments per year
- Participation at the tunBasel experience show and various job fairs

VISITS FROM

SWITZERLAND
65 %

GERMANY
35 %



90

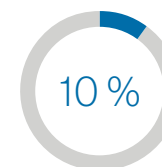
SCHOOLS

from Switzerland and Germany
use this service per year

3,000

VISITS

received per year



10 %

of the workshops
are held in English



Our responsibility

Our global approach to ESG



Our global approach to environmental, social and governance (ESG) topics

Our long-term success depends on building and maintaining trust with society. We strive to meet the expectations of our stakeholders by making our medicines available to as many people as possible, by acting ethically, and by making a positive difference for society while minimizing our environmental impact.



Learn more about
ESG at Novartis.

Sector-leading performance across various ESG ratings

Double A list

Novartis was upgraded to A in both CDP Climate Change and CDP Water Security in December 2022.



AA

Novartis was upgraded to AA in the MSCI ESG Ratings assessment in June 2022.

MSCI ESG Ratings

4th

Novartis has ranked in the leadership group for more than 10 years.



16.9

With an ESG Risk Rating score of 16.9, Novartis is assessed as Low Risk.

SUSTAINALYTICS

4th

Novartis ranks fourth in the industry (as of the end of 2022).



2022 at a glance

100 %

OF NEW LAUNCHES IN 2022
had a global access strategy

54.6 million

**PATIENTS REACHED
THROUGH ACCESS PROGRAMS**
predominantly in low- and middle-income countries (vs. 56.2 million in 2021)

98 %

OF EMPLOYEES
trained and certified in the Novartis
Code of Ethics (vs. 98% in 2021)

49 %

REDUCTION IN GREENHOUSE GAS
emissions in our own operations
(vs. 2016 baseline)

Health, Safety, Environmental Compliance & Sustainability

Supporting and protecting our employees and the environment

At Novartis, we are committed to Health, Safety, Environmental Compliance & Sustainability (HSE). Our mission to reimagine medicine goes hand in hand with maintaining a healthy, safe and environmentally friendly workplace for our associates, contractors, vendors and visitors.

Health

The physical and mental health of our associates is very important to Novartis. HSE is continuously committed that all required measures are implemented to ensure the health of our associates is protected long-term. This includes contact with the authorities in order to set up new standards in health protection (e.g. fume hood standard) to continuously improve health protection at the workplace. Within the **Energized for Life Switzerland** program, we further offer a holistic approach that helps employees boost their energy levels through healthcare awareness as well as physical, mental and social well-being activities.

Safety

All leaders are responsible for maintaining good HSE practices in their areas. Our Promote, Protect, Prevent approach driven by our Novartis HSE policy encourages all associates to use their **Stop the Work Authority** in case they see or experience an unsafe situation or unsafe behavior and to directly report any hazards or concerns using our HSE tools and systems. In addition, the **Speak Up Office** enables our associates to raise concerns about potential misconduct. **Life Saving Rules** have been implemented as an added measure of protection. These 10 basic safety

rules highlight simple actions associates can take in order to protect themselves and others – and are applied at all our sites to further reduce the risk of serious accidents, especially when performing high-risk activities.

Environmental Compliance & Sustainability

We aspire to be a catalyst for positive change. We aim to drive sustainability through our own operations as well as those of our suppliers, and we have set mid- and long-term targets to minimize our impacts on climate, waste and water. Our goal is to become carbon-neutral in our own operations by 2025 as well as plastic- and water-neutral by 2030. We aim to be carbon-neutral across our supply chain by 2030 and achieve net zero by 2040. In Switzerland, we are supporting these objectives by increasing our use of renewable sources of energy, for example, as well as constructing new, energy-efficient buildings and increasing our use of district heating sourced mainly from waste and wood.

HSE is everyone's business, and everyone at Novartis is expected and encouraged to share this commitment.

Partnering with purpose

To build a society resilient to future health threats, we need to strengthen our collective preparedness to respond to health emergencies, and promote the resilience of health systems, people and communities.

To make progress against these goals, Novartis partners with the University of Basel to actively support the BioCampus – an ecosystem of collaboration between public and private stakeholders.

BioCampus

The BioCampus initiative unites innovators from the neighboring nations around Basel in order to shape the future of health and well-being together, catalyzing collaboration at scale and acting as seedbed for innovation in caring for health.

“Changing the world is a collective process,
and I want to be part of that process.”

A Novartis associate

Engagement and volunteering

We empower our people to engage and volunteer on their terms, enabling everyone to make a difference in their community and an impact on society's biggest challenges. Our Engagement & Volunteering (E&V) program is based around three pillars: skills-based volunteering, employee giving and community initiatives. E&V is needs-driven and partner-led.

In Switzerland, Novartis volunteers have supported over 100 projects, including:

- skills-based volunteering, ranging from mentoring health tech entrepreneurs to environmental sustainability in the supply chain to working with the UN on projects for innovation
- launching new E&V partnerships with the Basel School of Business, Drugs for Neglected Diseases initiative, Medicines for Malaria Venture, Mercy Ships, the Swiss Red Cross, and Switzerland for the United Nations High Commissioner for Refugees (UNHCR)
- employee giving campaigns for those impacted by the war in Ukraine, raising more than USD 2.2 million
- in-person volunteering for asylum centers in Switzerland and housing programs for associates to host refugees and their families

Sponsoring and donations

With its sponsoring and donation activities, Novartis engages in various initiatives and projects in humanitarian emergency relief, social affairs and the fostering of culture and sports. The main focus of this support is on activities that are either related to our purpose as a healthcare company or in close geographic proximity to the company sites of Novartis.

Fostering social affairs

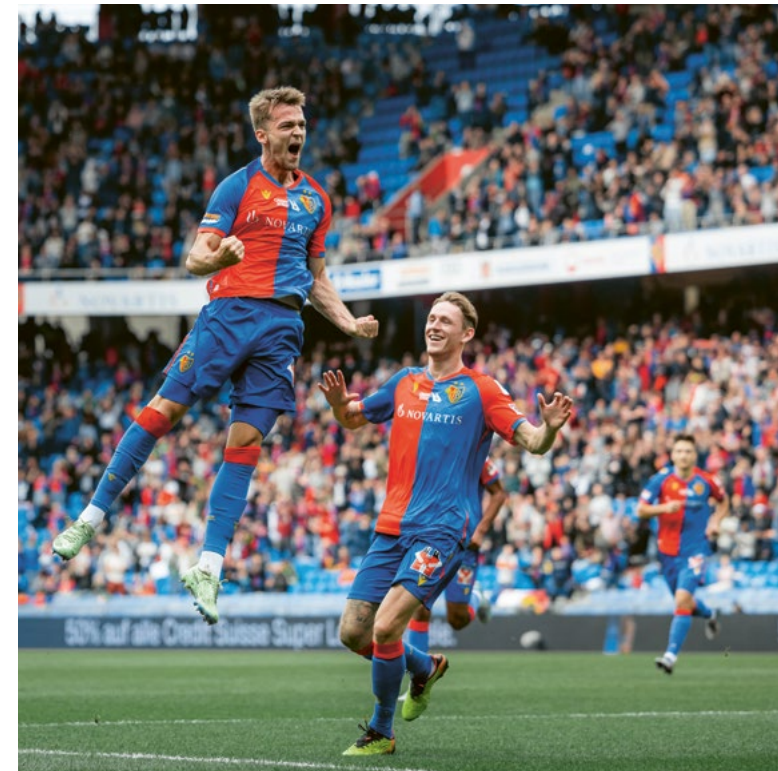
In the social sphere, we support institutions and initiatives that help disadvantaged people in a variety of ways. For example, Novartis donates to local charitable organizations, neighborhood meeting points, soup kitchens and contact centers for parents, children and young people. In addition, Novartis is one of the official partners of the Swiss Red Cross as well as of Swiss Contact.

Sponsoring culture

Novartis cultivates long-standing partnerships with well-known Swiss cultural institutions, such as the Fondation Beyeler, the Kunsthhaus Baselland, as well as with the Basel Museumsnacht and the Theater Basel. Novartis is also a main sponsor of the Baloise Session.

Sponsoring sports

Novartis is the main sponsor of FC Basel and the basketball team Starwings Basket Regio Basel. In Central Switzerland, Novartis is the official healthcare partner of the EV Zug hockey team. We also support the junior sections of various football clubs in the Basel region as well as various running events.





Experience our Novartis Campus Basel

An open Novartis Campus

The Novartis Campus in Basel is a place for new ideas and perspectives in the field of life sciences, a place where medicine is reimagined so patients can enjoy a longer and healthier life. The Novartis Campus Basel is internationally known for its architecture and spatial design, which has been carefully chosen according to Vittorio Magnago Lampugnani's original master plan to further spark dialogue and collaboration.

Since October 2022, the public has been welcome to access our outside spaces as well as certain areas such as shops, cafés and restaurants during business hours (Monday to Friday, from 7:00 to 19:00). We furthermore welcome external start-ups, incubators, institutions and companies to join us on the Novartis Campus to advance life sciences for people near and far.

Visit
the Novartis Campus.







Novartis Pavillon

The Novartis Pavillon is an exciting new addition to our Campus and a new learning, event and exhibition space for Basel and beyond. Front and center of the Novartis Pavillon is the permanent multimedia exhibition Wonders of Medicine, which has already inspired thousands of people since our opening in May 2022. The exhibition invites visitors to explore such topics as how the body works, how researchers develop new treatments to fight illness, and what the future of healthcare might look like. Wonders of Medicine is the first exhibition of its kind, developed by

Novartis associates and external scenographers. All content is available in English, German and French. The Novartis Pavillon furthermore offers a café, an innovative learning facility to complement our offerings for local school classes, as well as a variety of events on scientific topics that enable the open exchange of knowledge and ideas for a broad audience.

Visit
the Novartis Pavillon.



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medPortal

Information and service platform
for healthcare professionals.
Registration necessary.

www.medportal.ch

Sandoz Pharmaceuticals AG

Specialist portal.

www.mysandoz.ch



