Novartis in Switzerland
Novartis in der Schweiz
Novartis en Suisse
Contents

Foreword 2
We are Novartis 4
Reimagine medicine together 5
Active worldwide, at home in Switzerland 6
Our doors are open – experience Novartis 7
Our commitment to patients and caregivers 9
Our sites 10
Novartis Switzerland in numbers 14
Our ways of working 16
Empowering the next generation 18
Our contribution to the Swiss economy and society 20
Local partnerships 24
Sponsoring and donations 25
Novartis in Society Integrated Report 26
Dear Reader,

2023 was a historic year for Novartis. With the successful spin-off and listing of our generics and biosimilars division Sandoz on the SIX Swiss Exchange in October, we largely completed the multi-year transformation of our company from a diversified healthcare company into an innovative medicines company. In this new chapter, our commitment to our purpose of reimagining medicine to improve and extend people’s lives remains unwavering.

In 2023, we invested CHF 4.6 billion in R&D in our home country, which is almost half of our global spending. Switzerland is also a key location for turning cutting-edge science into tangible products, with our production facility for siRNA in Schweizerhalle being one of the latest examples. In 2024, we are looking forward to welcoming the Friedrich Miescher Institute for Biomedical Research (FMI) on our Campus in Basel, bringing industry and academia even closer together.

But our work doesn’t stop with bringing innovative medicines to the world. We recognize that there is more to do in helping people navigate the human experience of disease and in supporting the search for solutions to meet the changing needs of healthcare professionals and systems.

We cordially invite you to join us in reimagining medicine together – whether you are a patient, a caregiver, a healthcare professional, a public servant, or someone working to make healthcare in your community a little bit better, day by day. The doors of our Campus as well as of the Novartis Pavillon are open.

Matthias Leuenberger
Country President Novartis Switzerland
We are Novartis

Novartis is an innovative medicines company. Every day, we work to reimagine medicine to improve and extend people’s lives. In 2023, our medicines reached 284 million patients around the world.

We focus on core therapeutic areas with high unmet patient needs

- Cardiovascular, renal and metabolic
- Immunology
- Neuroscience
- Oncology

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 caregivers so that we can create medicines and programs that meet their needs and allow them to live life on their terms.

Supporting healthcare professionals with solutions beyond breakthrough medicines.

And collaborating with stakeholders across the healthcare landscape so that we can have a greater impact on societal health.

Find out more about our strategy and our approach. (in German)
Active worldwide, at home in Switzerland

We are strongly committed to our Swiss roots, which stretch back over 250 years. Our journey started in the dye and chemicals industries before evolving into a medicines company.

Novartis and our predecessor companies have played a significant role in the rise of the Basel area as a world-leading hub of life sciences, which has developed into a stable driver of the economy in Switzerland.

Switzerland is a central location for our research and development efforts

- Basel is home to more than 5,000 R&D talents, that is almost half of our overall workforce in Switzerland.

- In 2023, we invested a total of CHF 4.6 billion into R&D in our home country, which account for 45 percent of our global R&D spending.

- In the research and preclinical trial space alone, we have about 120 active collaborations with Swiss academic institutions, including University of Zurich, ETH Zurich, University of Basel, University of Geneva, Swiss TPH, EPFL, and University of Lausanne.

Our doors are open – experience Novartis

Novartis Campus Basel
The Novartis Campus in Basel serves as the global headquarters and provides a dynamic work environment for over 7,000 Novartis employees. It is distinguished by its thoughtful architectural design and spatial layout, purposefully crafted to cultivate an ideal environment for innovation.

Visit the Novartis Campus Basel
Opening hours:
Mon–Fri, 7:00–19:00
Guided tours can be booked via Basel Tourism campus.novartis.com

Novartis Pavillon
The Novartis Pavillon is home to the interactive multimedia exhibition “Wonders of Medicine.” Visit the exhibition to learn how the body works, how researchers develop new treatments, and what the future of healthcare might look like. Furthermore, it offers a café, an innovative learning facility for school classes, as well as a variety of events, open to everyone.

Visit the Novartis Pavillon
Opening hours:
Tue–Sun, 8:00–18:00
pavillon.novartis.com
 Patients and caregivers know better than anyone what it is like to live with a serious disease. We listen. And we learn from people’s experiences. We work together to create medicines that address the needs of people living with disease and achieve the results that matter to them.

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

- Respecting and understanding the patient community perspective
- Expanding access to our medicines
- Conducting responsible clinical trials
- Recognizing the importance of transparency and reporting

Visit our patient portal to find information to help patients and caregivers navigate disease.

25+
Swiss patient organizations supported
1 Basel (BS)
1.1 Novartis Campus Basel
• Company headquarters
• Head Office International commercial unit
• Research and development
• Operations and global functions
• More than 7,000 employees

1.2 Operations – manufacturing site
• Basel Drug Substance Supply (BDSS)
• Biotechnology site playing a key role in launching new biological entities
• Production, testing and release of clinical and commercial drug substances from mammalian cells and cell banks
• Approximately 180 employees

2 Schweizerhalle (BL)
Operations – manufacturing site
• Chemical launch and production site
• Production of small-batch, innovative compounds and intermediate products for medicines
• State-of-the-art RNA oligonucleotide manufacturing facility for novel cardiovascular treatment
• Approximately 200 employees

3 Stein (AG)
Operations – manufacturing site
• Strategically important site for launch and production of innovative medicines and treatments
• Center of Excellence for the production of sterile and solid dosage forms, as well as personalized cell and gene therapies
• Millions of tablets, capsules, syringes, vials, auto-injectors, and personalized medicines produced annually and shipped to over 140 countries worldwide
• Approximately 1,600 employees

4 Geneva (GE)
Advanced Accelerator Applications, a Novartis Company

5 Fribourg (FR)

6 Rotkreuz (ZG)
6.1 Novartis Pharma Schweiz AG
• Swiss Business Unit
• Responsible for marketing around 75 prescription medicines in Switzerland
• Main therapeutic areas: Oncology, Cardiovascular, Immunology, and Neuroscience
• Covers areas such as medical consulting, quality assurance, marketing and sales as well as logistics, order processing and the coordination of clinical trials.
• Approximately 230 employees

6.2 Novartis Innovative Therapies AG

Find out more about our sites.
(in German)
Novartis Switzerland in numbers

Employees
13% in Switzerland
10,400
78,400 worldwide

Employees’ country of residence
- 67% in Switzerland
- 18% in France
- 15% in Germany
- 26% are Swiss nationals
- 44% of management functions are held by women

Research and development
45% of management functions are held by women

CHF 4.6 bn in Switzerland
CHF 10.2 bn worldwide

Sales
3% worldwide

CHF 1.2 bn in Switzerland
CHF 40.8 bn worldwide

Investment in property, plant, and equipment
23%

CHF 0.3 bn in Switzerland
CHF 1.3 bn worldwide

Current income taxes
39%

CHF 0.8 bn in Switzerland
CHF 2.1 bn worldwide

Our ways of working

The greatest strength of Novartis is our people, whose diversity, energy and creativity are crucial to our success. We strive to unleash the power of our people and we cultivate an inclusive company culture that is inspired, curious, unbossed, and of integrity.

To enable this culture, we are fully committed to ensuring the safety, well-being, and work-life balance of our people through a broad range of offers, which include:

• Flexible working options, including flexitime and hybrid working models, part-time contracts, work-life balance models and job sharing
• At least 18 weeks of paid parental leave for both birthing and non-birthing parents
• Childcare services and support for people who care for immediate family members or relatives
• Broad range of wellbeing programs targeting physical, mental and social well-being activities
• Broad range of occupational health & safety programs, such as health services on site
• Stop the Work Authority in case people see or experience an unsafe situation, which will then be investigated and improved
• SpeakUp Office to raise concerns about potential misconduct

We aspire to build a diverse, equitable and inclusive culture where all of us can be our best and authentic selves.

• We have achieved our Equal Pay International Coalition (EPIC) pledge in 2023 and renewed it with three commitments to achieve by 2027
• We are recognized by the Swiss LGBTI-Label as well as the Swiss Career Empowerment Label
• We are committed to ensuring equity and inclusion for our people living with a visible or invisible disability, for example by removing behavioral and structural barriers
• We support our 12 Employee Resource Groups, which are grassroots communities with a shared set of interests, experiences, and perspectives

Furthermore, we empower our people to contribute on their terms to have an impact on society’s biggest challenges and unmet needs. Through the Giving & Volunteering program, our employees support local communities and partner organizations across more than 60 causes and beneficiary areas.

100+

Projects supported by Novartis Volunteers in Switzerland in 2023
Empowering the next generation

Talented, engaged, and responsible young individuals are our future. To empower the next generation, we offer a diverse range of development opportunities to those starting their careers.

Novartis School\textsuperscript{Lab}
At the Novartis School\textsuperscript{Lab}, our mission is to ignite a passion for science among young individuals and offer them a glimpse into the professional world. With augmented reality and hands-on experiments, we offer a unique opportunity to explore the fascinating world of medicine.

More than 3,000 pupils from across Switzerland and the neighboring countries are visiting the School\textsuperscript{Lab} each year.

Vocational education and training
Do you want to join us on our journey to reimagine medicine to improve and extend peoples’ lives? Start your journey with Novartis!

Each August, we welcome around 75 apprentices to our renowned apprenticeship program. With a focus on research and development, as well as production, our program equips trainees with valuable knowledge and skills across 11 different occupations.

Students and university graduates
For our core business, we offer internships and trainee programs in drug research, development, production and commercialization. Additionally, we are looking for specialists in the field of global functions (e.g. Finance, Corporate Affairs, Legal, People & Organization) who are interested in starting their career at Novartis.

We offer opportunities for
- bachelor’s and master’s students
- graduates
- Ph.D. students and postdocs

Find out more about our opportunities for the next generation.
(in German)
Our contribution to the Swiss economy and society

Our social impact in Switzerland

1.4 million patients reached in Switzerland

9,980 additional healthy years
Quality Adjusted Life Years: an international unit of measurement that indicates the years of life gained by patients in terms of improved health

Our economic impact in Switzerland

CHF 24 billion
direct contribution of Novartis to Swiss GDP equals 3% of the total gross domestic product

One job at Novartis secures three additional jobs at other companies
**Environmental sustainability targets**

Human health and planetary health are intrinsically linked. As a company dedicated to reimagining medicine to improve and extend people’s lives, we have set ourselves ambitious targets.

In Switzerland, we are supporting these targets 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.

<table>
<thead>
<tr>
<th>Climate</th>
<th>by 2025</th>
<th>by 2030</th>
<th>by 2040</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Carbon neutral</strong></td>
<td><strong>Carbon neutral</strong></td>
<td><strong>Net-zero carbon emissions</strong></td>
<td></td>
</tr>
<tr>
<td>in our own operations</td>
<td>across our value chain</td>
<td>across our value chain</td>
<td></td>
</tr>
<tr>
<td>(Scope 1 and 2 from energy)</td>
<td>(Scopes 1, 2 and 3)</td>
<td>In accordance with the Science Based Targets</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>initiative (SBTi)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Corporate NetZero Standard</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Include environmental criteria</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>in all supplier contracts</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Waste</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Eliminate polyvinyl chloride</strong></td>
<td><strong>Plastic neutral</strong></td>
<td></td>
</tr>
<tr>
<td>(PVC) in packaging¹</td>
<td>in our own operations</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Reduce the amount of waste</strong></td>
<td><strong>All new products</strong></td>
<td></td>
</tr>
<tr>
<td>sent for disposal by half</td>
<td>meet sustainable design principles</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Water</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Reduce water consumption</strong></td>
<td><strong>Water neutral</strong></td>
<td></td>
</tr>
<tr>
<td>in our own operations by half</td>
<td>in our own operations</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>No water quality impacts</strong></td>
<td><strong>Enhance water quality</strong></td>
<td></td>
</tr>
<tr>
<td>from manufacturing effluents</td>
<td>wherever we operate</td>
<td></td>
</tr>
</tbody>
</table>

1 From Novartis owned and operated sites that are involved in packaging; defined as secondary and tertiary packaging. In addition, this is supported by efforts to eliminate PVC from primary packaging where feasible.

2 Plastic neutral is achieved when the weight of plastic packaging entering the environment for disposal is approximately the same as the weight being recovered for recycling.

3 All Novartis sites to reduce water consumption in all areas and to be water neutral in water-stressed regions by not depleting local water reserves. Waterstressed regions are determined using the WWF Water Risk Filter.

For more details on our ESG targets, please refer to our Novartis in Society Integrated Report.
We believe in the power of collaboration. From our partnerships with universities to our Giving & Volunteering partnerships with non-profits, we work hand in hand with stakeholders across Switzerland to address healthcare challenges. Together, our collective impact is greater than anything we could achieve alone.

The Novartis Foundation: AI4HealthyCities Basel
Studies show that only about 20% of our health outcomes are shaped by the healthcare we access, while about 80% are determined by genetics and the socio-economic and environmental conditions in which we live, grow and age. AI4HealthyCities is a population health initiative designed and coordinated by the Novartis Foundation to progress understanding of what truly drives population health, by using advanced analytics and AI on data from health- and health-influencing sectors. Our goal is to provide city authorities with tools to use the data-driven insights for better planning and resource allocation in health. Ultimately, the aim is to create a paradigm shift from healthcare to health, and transform the current reactive care systems into proactive, predictive, and preventive health systems that keep people healthy.

AI4HealthyCities is currently running in New York City, Lisbon, Singapore and Helsinki, and the Novartis Foundation has now also teamed up with the University Children's Hospital Basel (UKBB) to bring AI4HealthyCities to Basel in 2024.

With our sponsoring and donation activities, Novartis engages in various initiatives and projects in humanitarian emergency relief, social affairs and the fostering of culture, education 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.
Novartis in Society Integrated Report

Read more about our performance against our environmental, social and governance (ESG) priorities in the Novartis in Society Integrated Report 2023, covering topics such as innovation, access to medicines, gender equity, ethical culture, and environmental impact.

Imprint
Novartis International AG
4002 Basel, Switzerland

General inquiries
+41 61 324 11 11
novartis.ch

medPortal
Information and service platform for healthcare professionals. Registration necessary.
medportal.ch
The zero-energy media façade of the Novartis Pavillon displays science-inspired digital art.


Cover picture
The zero-energy media façade of the Novartis Pavillon displays science-inspired digital art.

English Edition 2024