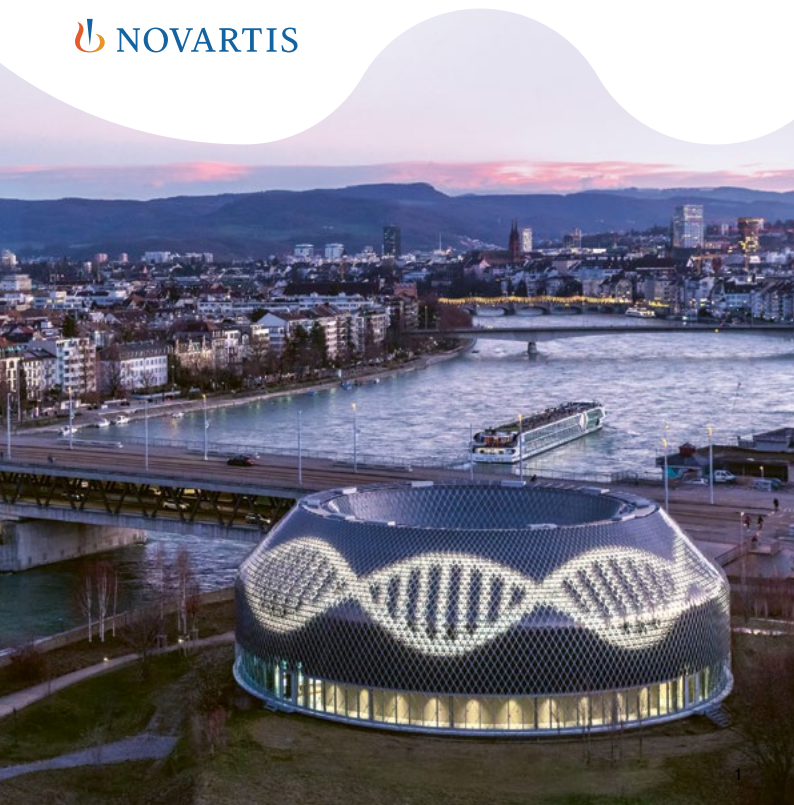


# Novartis in Switzerland

Novartis in der Schweiz

Novartis en Suisse





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# Foreword

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

An open Campus –  
new perspectives  
on and for Basel.



# 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



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.



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](https://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](https://pavillon.novartis.com)





## Our commitment to patients and caregivers

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

# 25+

**Swiss patient organizations**  
supported



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

# Our sites



## 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



## 5 Fribourg (FR)

### Novartis Innovative Therapies AG

## 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

## 4 Geneva (GE)

### Advanced Accelerator Applications, a Novartis Company

Find out more  
about our sites.  
(in German)





## Novartis Switzerland in numbers

### Employees

13 %

10,400  
in Switzerland

78,400  
worldwide

### Employees' country of residence

15 %  
in Germany

18 %  
in France



67 %  
in Switzerland

44 %

of management functions  
are held by women

Based on global ESG management  
definition

26 %

are Swiss nationals

100+

different nationalities

### Research and development

45 %

CHF 4.6 bn  
in Switzerland

CHF 10.2 bn  
worldwide

### Sales

Novartis sales in Switzerland, including  
contract manufacturing activities

3 %

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

Average value 2021–2023

39 %

CHF 0.8 bn  
in Switzerland

CHF 2.1 bn  
worldwide

Financial figures are based on 2023 IFRS Accounting Standard financial measures



# 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<sup>Lab</sup>

At the Novartis School<sup>Lab</sup>, 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<sup>Lab</sup> 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.

	by 2025	by 2030	by 2040
Climate	 <b>Carbon neutral</b> in our own operations (Scope 1 and 2 from energy)	 <b>Carbon neutral</b> across our value chain (Scopes 1, 2 and 3)	 <b>Net-zero carbon emissions</b> across our value chain <small>In accordance with the Science Based Targets initiative (SBTi) Corporate NetZero Standard</small>
Waste	 <b>Include environmental criteria</b> in all supplier contracts		
	 <b>Eliminate polyvinyl chloride (PVC)</b> in packaging <sup>1</sup>	 <b>Plastic neutral<sup>2</sup></b> in our own operations	
	 <b>Reduce the amount of waste</b> sent for disposal by half	 <b>All new products</b> meet sustainable design principles	
Water	 <b>Reduce water consumption</b> in our own operations by half	 <b>Water neutral<sup>3</sup></b> in our own operations	
	 <b>No water quality impacts</b> from manufacturing effluents	 <b>Enhance water quality</b> wherever we operate	

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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

## Local partnerships

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.

## Sponsoring and donations

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.



"Unter dem Meer" at Theater Basel,  
Picture: Ingo Hoehn



**Find out more**  
about our sponsoring and  
donations activities.  
(in German)



# 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**

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## **medPortal**

Information and service platform  
for healthcare professionals.  
Registration necessary.  
[medportal.ch](https://medportal.ch)





-  NovartisCH
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-  Novartis Pharma Schweiz

### Cover picture

The zero-energy media façade of the Novartis Pavillon displays science-inspired digital art. In this picture: Esther Hunziker, "Inside," 2022.

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