

Novartis Malaysia upholds the position as Top Employer 2023 for Fourth Year in a Row

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- 1 of 15 organizations in Malaysia recognized this year for excellence in six Human Resources abbreddomains including People Strategy, Work Environment, Talent Acquisition, Learning, Diversity, Equity & Inclusion, Wellbeing, and more.
- Double feat achieved with Top Employer Malaysia 2023 and Top Employer Asia Pacific 2023 certification.

Kuala Lumpur, February 28, 2023 - Novartis Malaysia wins Top Employer- Certified Excellence in Employee Conditions for the fourth year running in 2023, making it one of the best employers in the world.

Novartis Malaysia was among the 15 companies to receive recognition, in Malaysia as well as at the Asia Pacific level. This award validates Novartis Malaysia's commitment to championing an Inspired, Curious, and Unbossed working culture at the company enabling associates to perform at their optimum levels consistently every day.

The company's philosophy of empowering human connection and collaboration has proven to be a key ingredient in its continued success as a leading multinational company in the country.

Mohamed Elwakil, Country President of Novartis Malaysia said:

"It is an amazing honour, to be recognised as a top employer in Malaysia and Asia Pacific not once, but four years in a row. This validates our presence as a leading innovative medicines company helping to extend and improve the lives of over 32 million Malaysians."

With over 800 associates, Novartis Malaysia hosts three key divisions comprising Innovative Medicines (Pharma and Oncology), Sandoz (Biosimiliars) and the Novartis Corporate Centre Kuala Lumpur (NOCC KL) – one of only six global shared centers in the world. NOCC KL launched in 2016 has expanded its operations to now service 25 markets, including Novartis's own headquarters in Basel, Switzerland with high-end, data, and digital-enabled working solutions.

"The ability to attract, grow and keep talented people is one of Novartis Malaysia's main objectives as an employer. It is a vital ingredient in supporting the execution of our strategy and the development of innovative products to serve 32 million people across the country."

"Winning this award reinforces our commitment to ensure conducive policies are in place to maintain an inclusive working environment. We believe in a work environment that is flexible, instills a sense of belonging, rewards collaborative efforts, and nurtures well-being."

"Being recognized as a Top Employer is a signal for talents to view Novartis as one of the best places to work and discover that sense of fulfillment, while also finding opportunities to grow along with the company. Today's

challenging job market for both employee and employer means identifying the right choice would be vital for all parties to achieve their goals.”

Adding to Wakil’s comments, Anne Heng, Country Head, of People and Organization for Novartis Malaysia said:

“This award is a recognition of our tireless efforts to create an ecosystem and culture that is centered on nurturing and optimizing talents. Being acknowledged for four years running is a huge honour and credit to our Human resources policies that have always promoted clear communication and cooperation between more than 800 associates in Malaysia to create an optimal working environment for all.”

About Top Employer

Recognition as a Top Employer is awarded through the highly coveted annual certification from Top Employers Institute, which is a global independent organization that recognizes excellence in human resource practices and offerings.

The programme certifies and recognises 2,053 Top Employers in 121 countries/regions across five continents as the best places to work in the world, ensuring an excellent working environment, opportunity for growth, company culture, and work-life balance, among other things.

The award is given out by Top Employers Institute to recognise leading employers around the world for providing the best working conditions for employees. The Top Employers Institute program certifies organizations based on the participation and results of their Human Resource Best Practices Survey. This winner was chosen based on 20 topics including People Strategy, Work Environment, Talent Acquisition, Learning, Diversity, Equity & Inclusion, Wellbeing and more.

Top Employers Institute CEO David Plink said, “Exceptional times bring out the best in people and organizations. And we have witnessed this in our Top Employers Certification Program this year: exceptional performance from the certified Top Employers 2023. These employers have always shown that they care for the development and well-being of their people. By doing so, they collectively enrich the world of work. We are proud to announce and celebrate this year’s group of leading people-oriented employers: the Top Employers 2023.”

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About Novartis

Novartis is reimagining medicine to improve and extend people’s lives. As a leading global medicines company, we use innovative science and digital technologies to create transformative treatments in areas of great medical need. In our quest to find new medicines, we consistently rank among the world’s top companies investing in research and development. Novartis products reach nearly 800 million people globally, and we are finding innovative ways to expand access to our latest treatments. About 108,000 people of more than 140 nationalities work at Novartis around the world. Find out more at <https://www.novartis.com>;

Novartis is on Twitter. Sign up to follow @Novartis at <https://twitter.com/novartisnews>

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About Novartis Malaysia

Novartis had a long heritage and legacy in Malaysia. Established in 1971, we are a leading multinational company employing over 800 associates who work in the Innovative Medicines division, Novartis Corporate Center – Kuala Lumpur and Sandoz (generics). Through our over 50-year presence in Malaysia, Novartis Malaysia continues to deliver on its corporate purpose of re-imagining medicine to improve and extend the lives of over 32 million Malaysians.

In 2021, Novartis Malaysia was ranked as the top contributor by the Clinical Research Malaysia in sponsored research with 16 research projects. We also host a proven track record of expanding access to its Innovative medications in Private or in Public via collaboration with the Ministry of Health. Through these collaborations, Novartis has succeeded in improving and extending the lives of more than 1.3 million Malaysian patients.

Starting March 7, 2022, Novartis Malaysia's office is located in the new cutting-edge building called Plaza Imazium in Damansara Utama, Petaling Jaya. Novartis Malaysia occupies 2 floors and is one of 20 offices in Malaysia to be LEED Gold-certified, and the first office to be WELL Silver certified.

About Novartis Corporate Center

Novartis Corporate Center Kuala Lumpur is one of six strategically located corporate centers established by Novartis globally. It brings together expert capabilities and talent across functionalities and is an innovation hub that drives the business forward. It is home to 500+ associates who work to deliver on the Novartis purpose of reimagining medicine to improve and extend people's lives.

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