



Karen L. Hale

Chief Legal Officer of Novartis since May 15, 2021

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In her role as Chief Legal Officer of Novartis, Karen Hale leads a global legal and public affairs function that supports the company's purpose of reimagining medicine while ensuring high standards of ethics and business conduct to reinforce trust with society.

I am excited to join Novartis, a company dedicated to addressing some of society's most challenging healthcare conditions using innovative science and technology. As a member of the Executive Committee of Novartis, I look forward to contributing to the company's continued success.

Karen joined Novartis in May 2021, bringing more than 20 years of experience in resolving legal and compliance issues in the global pharmaceutical industry. She was previously at AbbVie, where she held a succession of senior roles including Vice President, Deputy General Counsel and Chief Ethics & Compliance Officer. She originally joined Abbott, the company that spun-off AbbVie, in 1997 with responsibility for managing commercial litigation and providing counsel on corporate issues.

Prior to joining Abbott, Karen was an associate attorney with the law firm Sidley & Austin in Chicago, Illinois. She gained a bachelor's degree in economics from Duke University and a Juris Doctor degree from the College of William and Mary. In 2019, Karen was named by Black Enterprise magazine as one of 50 most powerful women in corporate America.

Nationality: American | **Year of birth:** 1968

Professional experience

- Vice president, deputy general counsel, AbbVie Inc., US (2019–2021)
- Vice president, chief ethics and compliance officer, AbbVie Inc., US (2013–2019)

- Vice president, litigation and legal specialty operations, AbbVie Inc., US (2013)
- Divisional vice president, commercial litigation, Abbott Laboratories, US (2006–2012)
- Began practicing law in 1994 and joined Abbott in 1997

Education

- Bar memberships: Illinois and Virginia, US
- Juris doctor, William & Mary Law School, US
- Bachelor's degree in economics, Duke University, US

Information is accurate as of May 15, 2021

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