

Novartis in Switzerland

Novartis in der Schweiz

2025





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Foreword

Dear Reader,

This year, Novartis is proud to celebrate 30 years of innovation shaped here in Switzerland.

In 2025, we invested a total of CHF 4.7 billion in R&D in Switzerland, comprising over half of our global R&D spending. In addition, our collaborations with more than 100 Swiss academic institutions, including top-tier universities, continued to shape the research agenda.

Switzerland plays a pivotal role in our scientific progress, from world-class research and exceptional talent to the collaborative spirit that has defined our ecosystem for more than two centuries.

As we look to the future, Novartis' leadership and all our associates alike remain dedicated to advancing science, strengthening our contributions to Switzerland, and helping maintain the country's position as a global leader in research and innovation.



Lutz Hegemann
President, Global Health and Swiss Country Affairs





We are Novartis

Real change happens when people are willing to go where others won't, push boundaries, and reimagine what's possible. Every day, we take on the toughest challenges in health care and deliver breakthrough innovations that redefine the future of medicine for patients. In 2025, our medicines reached 304 million patients around the world.

We concentrate on the therapeutic areas and technologies where we can make the greatest impact for people with limited options—tackling severe disease at its genetic root, giving tough cancers nowhere to hide, and teaching immune cells to target disease.

Core therapeutic areas:

 Cardiovascular, renal, and metabolic

 Immunology

 Neuroscience


 Oncology


Technology platforms:

 Chemistry

 Biotherapeutics

 xRNA

 Radioligand therapy

 Gene and cell therapy



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 their experiences. By working together, we create medicines that don't just extend life but help people live it better, by focusing on what truly matters to them.

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

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

Active worldwide, at home in Switzerland

In 2026, Novartis proudly celebrates 30 years of innovation shaped in Switzerland. Our legacy traces back over 250 years to the dye and chemicals industries from which we evolved 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 for life sciences, which has become a stable driver of Switzerland's economy.

Switzerland is a central location for our research and development efforts



Our headquarters in Basel and our other operations in Switzerland are home to approximately 10 000 associates, including about 5 000 R&D colleagues based in Basel.



In 2025, we invested CHF 4.7 billion in R&D in our home country, accounting for more than half of our global R&D expenditure.



In the research and preclinical space alone, we have more than 100 active collaborations with scientific institutions in Switzerland, and we play a significant role in the vibrant Basel life sciences hub.

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 approximately 7 000 Novartis employees. It is distinguished by its thoughtful architectural design and spatial layout, purposefully crafted to cultivate an ideal environment for innovation.



Experience the Campus with our audio tour:

Novartis Campus Walks
Visit the Novartis Campus Basel
Opening hours: Monday to Friday,
7:00 to 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. It also offers a café, an innovative learning facility for school classes, as well as a variety of events, open to everyone.

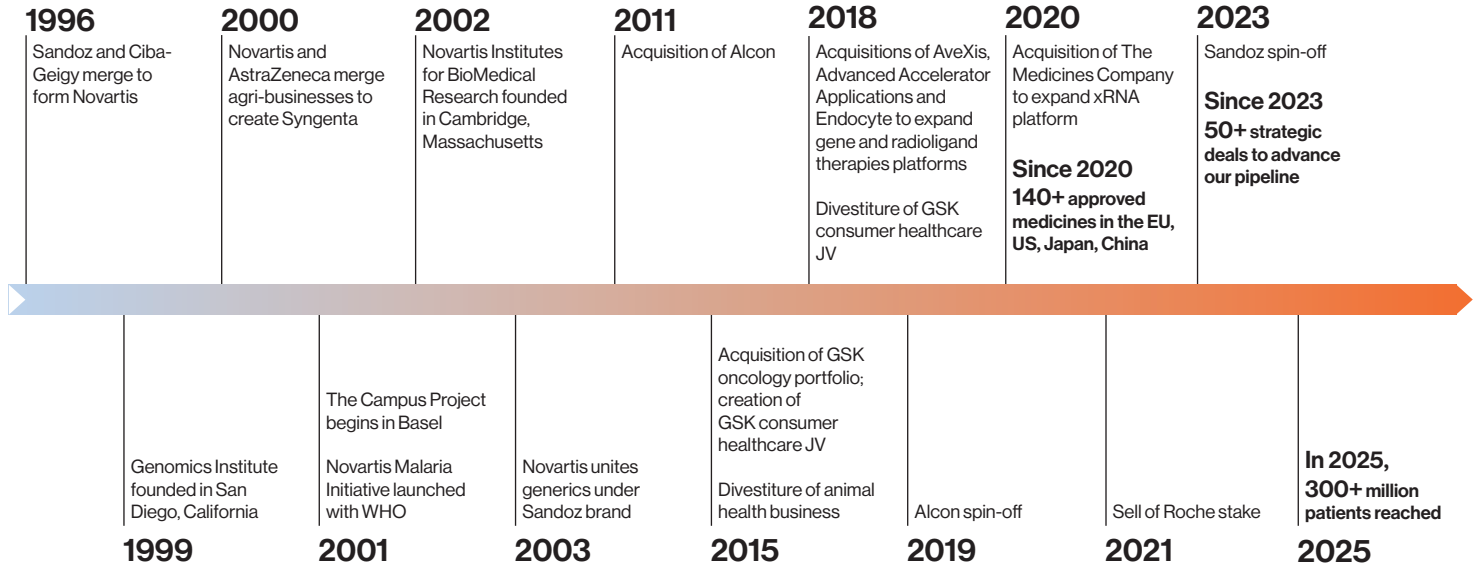


Visit the Novartis Pavillon

The Novartis Pavillon is open from Tuesday to Sunday. For more information and opening hours, visit our website:
pavillon.novartis.com



30 years of Novartis



Our sites*

1 Basel (BS)

1.1 Novartis Campus Basel

- Company headquarters
- Head Office, International commercial unit
- Research and Development
- Operations and global functions
- Approximately 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 210 employees

3 Stein (AG)

Operations – manufacturing site

- 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, autoinjectors, and personalized medicines produced annually and shipped to approximately 120 countries worldwide
- Approximately 1 500 employees

4 Rotkreuz (ZG)

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, logistics, order processing, and the coordination of clinical trials
- Approximately 220 employees

5 Geneva (GE)

Advanced Accelerator Applications, a Novartis Company



*Information as of December 31, 2025

Novartis Switzerland in numbers

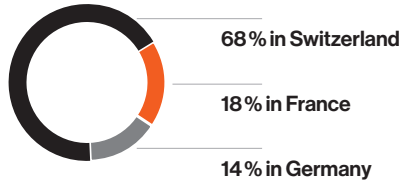
Employees

Headcount

13%



Employees' country of residence



46%

of management functions are held by women

100

different nationalities

28%

are Swiss nationals

Research and development

51%



Sales

Novartis sales in Switzerland, including contract manufacturing activities

3%



Investment in property, plant, and equipment

20%



Current income taxes

Average value 2023–2025

45%



Financial figures are based on 2025 IFRS Accounting Standard financial measures.

Our ways of working

The greatest strength of Novartis is our people. We intentionally shape our culture as a catalyst for innovation, fuelling our purpose to reimagine medicine. We have a culture that celebrates collaboration and community, where we can be both unique and united. And it's brought to life through our values (inspired, curious, unbossed, integrity) and behaviors – the way we show up, interact and get work done together.

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

- Flexible working options, including flextime 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
- Best-in-class mental health and wellbeing supports, including CareConnect, our Employee Care Program, offering personalized care to all employees and their dependents
- 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 an inclusive culture where all of us can be our best and authentic selves.

- We committed to closing the overall gender pay gap by joining the Equal Pay International Coalition (EPIC) pledge in 2018, and we renewed this commitment through 2027 to sustain our progress
- We are recognized by the Swiss LGBTI Label as well as the Swiss Career Empowerment Label
- We are committed to ensuring inclusion for our people living with a visible or invisible disability, for example by removing behavioral and structural barriers
- We support 17 Employee Resource Groups, which are voluntary networks for business related and cultural topics, open to all employees regardless of their background

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, Matching & 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 2025



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^{Lab}

At the Novartis School^{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^{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 80 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, graduates and early-in-career professionals

Are you ready to build a career with real impact? We offer a range of life-changing opportunities for students, graduates, and early-in-career professionals. Get energized by the scientific, technological and human brilliance all around you at Novartis. Join us in creating impact that helps to improve and extend millions of lives.



Find out more about our opportunities for the next generation. (in German)

We offer opportunities for

- Bachelor's and master's students
- Graduates
- Ph.D. students and postdocs



Our contribution to the Swiss economy and society*

Our social impact in Switzerland

1.36 million patients
reached in Switzerland

Our economic impact in Switzerland

CHF 22.7 billion
direct contribution of Novartis to the Swiss Gross Domestic Product (GDP) equals 3% of the total GDP



One job at Novartis secures three additional jobs at other companies in Switzerland¹

¹Novartis Social, Environmental, and Economic Impact Valuation (2024) according to the Value Balancing Alliance (VBA) methodology

*Full year 2025 data will become available in May 2026.



Reporting and transparency hub








Read more about our social impact and sustainability commitments and performance in our Report on Nonfinancial Matters 2025 and the Update on Public Commitments 2025.



Environmental sustainability targets

Human health and planetary health are intrinsically linked. We have set ourselves ambitious environmental targets to mitigate our impacts and become a net-zero company by 2040. Our near- and long-term ambitions have been validated by the Science Based Targets initiative (SBTi).

In Switzerland, we are committed to supporting these targets in our operations. For example, by increasing our use of renewable energy and district heating, primarily sourced from wood and exhaust heat. We are also continuously improving the energy efficiency of our buildings.

	by 2030	by 2040
Climate	 Reduce Scope 1 and 2 GHG emissions by 90% ¹	 Maintain a minimum of 90% Scope 1 and 2 GHG emissions reductions from 2030 through 2040 ¹
	 Reduce Scope 3 GHG emissions by 42% ¹	 Reduce Scope 3 GHG emissions by 90% ¹ (in line with the SBTi Corporate Net-Zero Standard)
Nature - Waste	 Reduce the amount of waste sent for disposal by 30% from a 2022 base year	
Nature - Water	 Implement water use reduction for own and supplier sites based on water-stressed basins	
	 No water quality impacts from manufacturing effluents (from own manufacturing sites, labs and all API suppliers) ²	

¹ Absolute greenhouse gas (GHG) emissions from a 2022 base year.

² Active pharmaceutical ingredient (API) suppliers include manufacturers of drug substances and drug products.

For more details on our Social Impact and sustainability targets, please refer to our Report on Nonfinancial Matters 2025 and the Update on Public Commitments 2025.

Local partnerships

We believe in the power of collaboration. From our health-related partnerships to our Giving, Matching & Volunteering (GMV) partnerships with nonprofits, 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.

Giving, Matching & Volunteering

Our GMV program oversees employee giving, corporate matching, community initiatives, and skills-based volunteering. In Switzerland, our people supported 100+ projects, with non-profits like Switzerland for UNHCR, Save the Children, Medicines for Malaria Venture, Drugs for Neglected Diseases Initiative, and more. As part of GMV, our refugee flagship program reached more than 200 refugees locally.

Community giving in Switzerland

Novartis provides support to a range of social impact initiatives and projects in the areas of humanitarian aid, emergency assistance and non-profit institutions related to health or wellbeing.

We work with select partners including the Swiss Red Cross, Foundation Theodora, and the development foundation, Swisscontact. We also support select Basel-based organizations that offer community support.

The Novartis Foundation: AI4HealthyCities Basel

AI4HealthyCities Basel is a collaborative cardiovascular population health initiative focused on overweight and obesity in children.

Funded by the Novartis Foundation, the initiative is led by Universitäts-Kinderspital beider Basel (UKBB) in collaboration with YouKiDoc, the

University of Basel, ETH Zürich, and other local partners. It brings together data from health and health-influencing sectors and applies advanced analytics and AI to better understand the factors shaping children's health in the Basel region.






The initiative has now progressed to turning insights into action and helping build a healthier future for the children of Basel, in collaboration with the Cantons of Basel-Stadt and Basel-Landschaft.

Sponsoring

Novartis supports culture, education, and sports through sponsorships. This support focuses on initiatives that are either aligned with our mission as a healthcare company or located close to Novartis sites.



Stay connected

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NovartisPro

Information and service platform
for healthcare professionals.
Registration necessary.
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