



People & Organization
Novartis in Slovenia

Novartis Culture Unleashing the power of our People

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2022, June 15

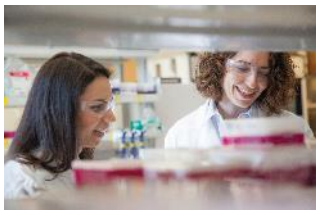
 **NOVARTIS** | Reimagining Medicine

We have a vital purpose, supported by a strong culture with clear values



Purpose

Reimagine medicine to improve and extend people's lives



Values

Inspired | Curious | Unbossed | Integrity

We touch the lives of millions of people worldwide



155

Countries

where Novartis medicines are sold



766M

Patients reached

with Novartis medicines



56.2M

Patients reached

through access-to-medicine approaches

All numbers are for continuing operations

Our Novartis Strategy 2022 – Leading for growth

Focused medicines company powered by technology leadership in R&D, world-class commercialization, global access and data science

By unleashing the power of our people, we will enable each of the other four priorities

Our goal is to enable our people to **think big, act bold and drive growth** to deliver business performance through an inspired, curious and unbossed culture.



How to win | our five priorities



Embrace operational excellence every day



Unleash the power of our people



Deliver transformative innovation



Go big on data and digital



Build trust with society

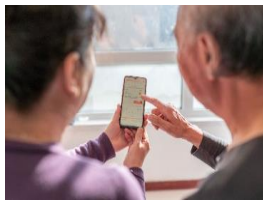
Implementation of the Novartis strategy based on 5 strategic priorities ...



Deliver transformative innovation



Embrace operational excellence every day



Go big on data and digital



Unleash the power of our people



Building trust with society

... in Slovenia it means that

we maintain the tradition of generic medicines, while strengthening the field of innovative and high value-added medicines.



Strengthen the Innovative Medicines Division - using cutting-edge technology



Sandoz – make access to treatment available to a wide range of patients

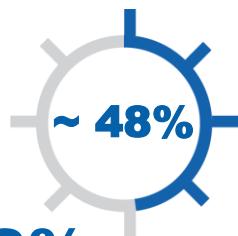
Our employees are the foundation of our success



> 5.470

**inspired
associates**

(full-time associates)



~ 48%
**women in
leading positions**



associates hold a
**Master's or
Doctoral degree**

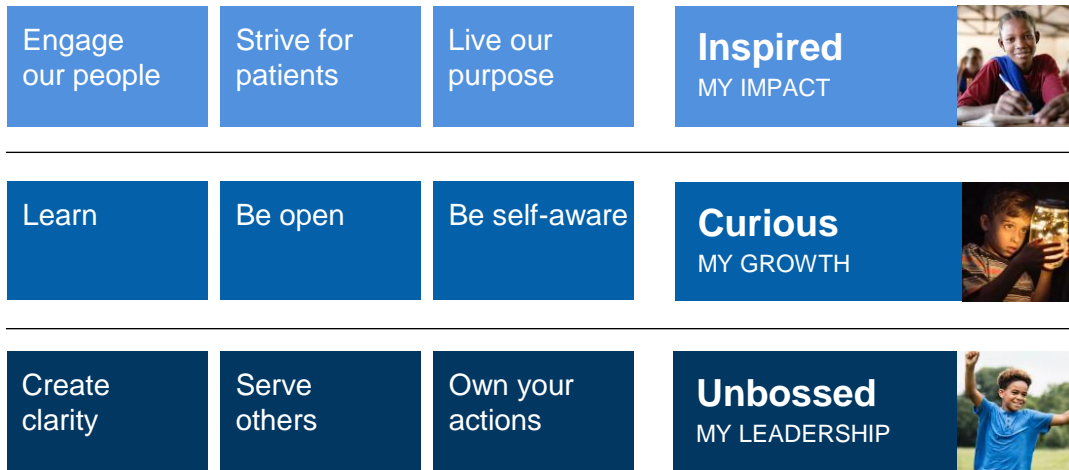
**> 75 years
of pharmaceutical
heritage**



Our belief is that to drive business performance we need to unleash the power of our people to be at their best

We believe in an increasingly **complex business environment** people can do their **best work** when they are inspired, curious and unbossed.

We reflect this in our new Novartis Behaviors¹.



The Novartis **Values & Behaviors** are underpinned by **integrity**
Be honest | Have courage | Do what's right

Sources:

N=2,800 professionals, Fall 2018, Bersin and LinkedIn Research, <https://www.linkedin.com/pulse/want-happy-work-spend-time-learning-josh-bersin/>; "What is known about scientific literature about factors associated with knowledge worker performance," Rapid Evidence Assessment meta-analysis, (CEBMA), June 2019

1: Integrated launch with RPM in 2021

Inspired, Curious and Unbossed Culture



Our purpose answers the desire many people have for meaning and fulfillment in their work, empowering them to be their best every day.



Curious minds with a constant desire to learn fuel the development of innovative medicines and breakthrough healthcare solutions.



Our people are most creative and productive when they are empowered to shape their work environment and pursue their ideas.

Evolve - our approach to performance management



- Evolve's continuous rhythm enables us to stay focused on our impact, provides us with a clear picture of our progress and identifies where to focus more energy as we go.
- Evolve is built on elements that together help Associates to learn, grow and become their best, individually, as a team and as a company - all underpinned by Novartis Values & Behaviors.

Spark

- Spark is unbossed global recognition program, empowering Associates to recognize and reward behaviors that spark success
- At the heart of the program, is the 'joy of giving' recognition to a peer or colleague who has demonstrated a behavior consistent with our culture and values.



Choice with Responsibility



- CWR is our journey toward the future of working at Novartis, powered by data and insights, helps leaders, teams and individual associates make the best choices for high-impact hybrid work
- Our leaders and teams make new choices to redesign how they work together in line with our inspired, curious, unbossed culture, and our renewed focus on driving impact as individuals, teams, and as an organization.

Energized for Life

- Energized for Life aims to elevate and enhance the way we show up and work together along the way

Mental

Physical

Social

Wellbeing

nurtures People wellbeing to bring their best self to work



Diversity and Inclusion to build an equitable and inclusive workplace

Diverse Talents



People with disabilities



LGBTQI+



Multi-generations





Thank you