

Novartis receives Aon Special Recognition for Commitment to Leadership

Oct 02, 2018

- *Aon Best Employers program evaluates employee opinions to measure engagement, leadership, performance culture and employer brand*

The Peninsula Manila, October 2, 2018 – Novartis Healthcare Philippines today announced that it has received Special Recognition for its Commitment to Leadership, as part of the Aon Best Employers program.

With almost 20 years of experience in best employer studies across the world, and backed by more than 40 years of experience in employee research, the Aon Best Employers program compares organizations to identify those that strive to create a competitive advantage through their people and become employers of choice.

Ms. Cheryl Maley, President and Managing Director, Novartis Healthcare Philippines, said: “We are truly delighted to receive the Aon Special Recognition for Commitment to Leadership, which demonstrates a genuine commitment to our people and our continued focus on creating an engaging environment built on trust and shared values. We are transforming our culture to unleash the full potential of our people. Our company is creating an environment where people feel empowered, inspired and aligned to our purpose of improving and extending people’s lives. Our goal is also to provide all Novartis associates with rewarding careers and development opportunities whether their aspirations are local, regional or global.”

Ms. Anne Betia, Human Resources Director, Novartis Healthcare Philippines said: “By focusing our efforts on creating a great workplace throughout 2017 and 2018, our company’s employee attrition rate fell to an all-time low compared to the industry average and enabled us to achieve a 47% increase in internal movements and promotions.”

To achieve recognition through the Aon Best Employers program, Novartis Healthcare Philippines was assessed on four measures:

1. Engagement Index: employees speak positively about their employer, intend to stay and are motivated by their employment experience to do their best work every day.
2. Leadership Index: leaders clearly define the vision for the future, recognize employees’ critical importance and lead them to success.
3. Performance Culture Index: employees are aligned to company goals and are rewarded and recognized for their contributions.
4. Employer Brand Index: employees are proud of the company they work for and know what makes their company distinctive as a place to work.

Novartis Healthcare Philippines scored significantly higher in all four key measures compared to the average scores of employers in the country. For the Engagement Index, Novartis scored 80% (vs. PH average of 68%). For the Leadership Index, Novartis scored 81% (vs. PH average of 65%). For the Employer Brand Index,

Novartis scored 87% (vs. PH average of 75%). For the High Performance Culture Index, Novartis scored 80% (vs. PH average of 64%).



Novartis Healthcare Philippines received Special Recognition for its Commitment to Leadership, as part of the Aon Best Employers program. Photo shows from left: Mr. Prashant Chadha, Managing Director, Aon Malaysia & Philippines; Ms. Anne Betia, Human Resources Director, Novartis Healthcare Philippines; Ms. Cheryl Maley, President and Managing Director, Novartis Healthcare Philippines; and Mr. Andrew Minnitt, CEO, Aon Insurance & Reinsurance Brokers Philippines, Inc.

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 1 billion people globally and we are finding innovative ways to expand access to our latest treatments. About 125,000 people of more than 140 nationalities work at Novartis around the world. Find out more at www.novartis.com.

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that the investigational or approved products described in this press release will be submitted or approved for sale or for any additional indications or labeling in any market, or at any particular time. Nor can there be any guarantee that such products will be commercially successful in the future. In particular, our expectations regarding such products could be affected by, among other things, the uncertainties inherent in research and development, including clinical trial results and additional analysis of existing clinical data; regulatory actions or delays or government regulation generally; global trends toward health care cost containment, including government, payor and general public pricing and reimbursement pressures; our ability to obtain or maintain proprietary intellectual property protection; the particular prescribing preferences of physicians and patients; general political and economic conditions; safety, quality or manufacturing issues; potential or actual data security and data privacy breaches, or disruptions of our information technology systems, and other risks and factors referred to in Novartis AG's current Form 20-F on file with the US Securities and Exchange Commission. Novartis is providing the information in this press release as of this date and does not undertake any obligation to update any forward-looking statements contained in this press release as a result of new information, future events or otherwise.

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