

Welcome iJOBS participants to Novartis

May 16, 2023

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Opening remarks

Prof. Janet Alder, PhDAssistant Dean/Assistant Vice Chancellor/Associate Professor, Rutgers University

Agenda

1:30 – 2 pm: Welcome remarks

Prof. Janet Alder, PhD, Assistant Dean/Assistant Vice Chancellor/Associate Professor, Rutgers **John Sun**, PhD, MBA, Global Program Lead, Global Drug Development **James McLaughlin**, Head Talent Acquisition, Sales IM US

- 2 2:30 pm: Keynote
 Julia Zack, PhD, Executive Director & TA Head Global Health, Respiratory & IMB, PK Science, NIBR
- 2:30 3:15 pm: Panel discussion
 - o Lorraine Bandelli, PhD, Head, Clinical Processes & Solutions, GDD
 - Guo Fang, MD, PhD, Translational Medicine Expert, NIBR
 - MaryLynn Mercado, PhD, Senior Group Head, Regulatory Writing, GDD
 - o Gangadhar Sunkara, PhD, Global Program Head, Transplant & Mature NTDs, Global Health DU
 - o Daya Verma, PhD, Director TPPM, TRD, GDD
- 3:15 4 pm: Campus Tour and Network Reception with the panelists



Welcome remarks

John Sun, PhD, MBA Global Program Lead, Global Drug Development john.sun@novartis.com **U** NOVARTIS

Q Search



Menu



Our purpose is to reimagine medicine to improve and extend people's lives. We use innovative science and technology to address some of society's most challenging healthcare issues. We discover and develop breakthrough treatments and find new ways to deliver them to as many people as possible. We also aim to reward those who invest their money, time and ideas in our company.



Strategy

Our strategy is to build a leading, focused medicines company powered by advanced therapy platforms and data science.



Novartis Pipeline

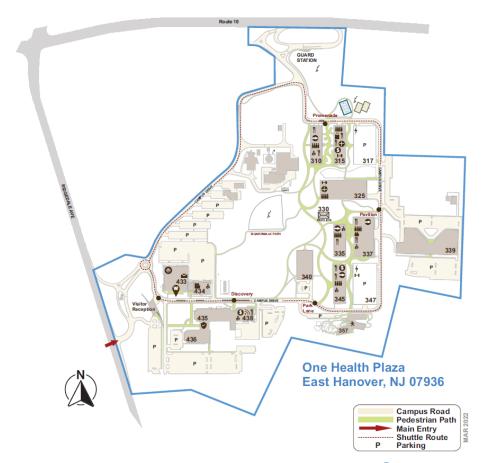
Our industry leading portfolio is focused on transforming the standard of care for patients worldwide.



Products

Learn more about treatments currently offered by Novartis Innovative Medicines, Sandoz and Advanced Accelerator Applications.

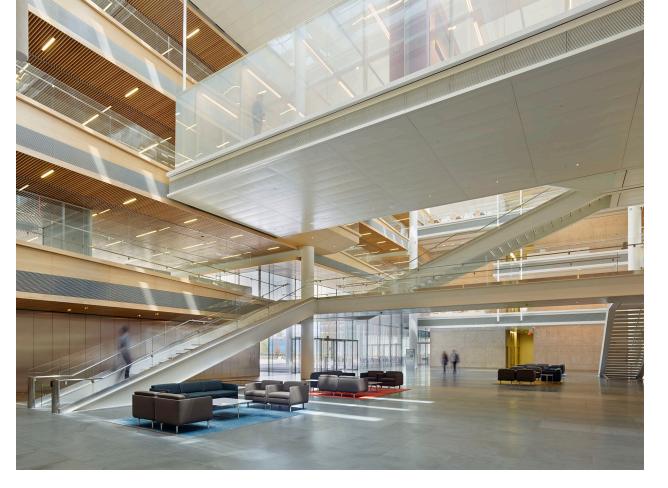




















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Welcome remarks

James McLaughlin Head Talent Acquisition, Sales IM US james-1.mclaughlin@novartis.com

Your Career Path @ Novartis

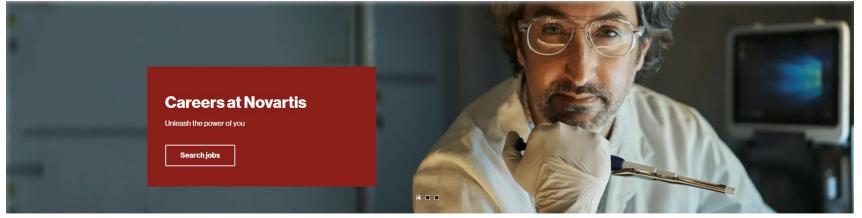
- 1. Visit our Career site www.novartis.com/careers
- 2. Keyword Search, Employment Type and Location
- 3. Job Search Alert (get updates on job postings that match your criteria)
- 4. Join our Talent Network https://talentnetwork.novartis.com

Familiarize yourself with:

- a. Our Mission, Culture and Strategic Priorities
- b. Our Disease Areas

Career Opportunities @ Novartis





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Our Purpose

Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us!





Explore Jobs & Stay Connected

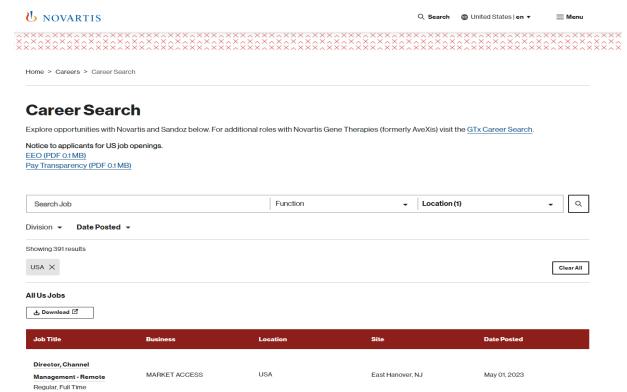
Early Career

Novartis is steadfast in our commitment to attracting and retaining a diverse and inclusive workforce to meet the needs of our patients and communities we serve.

As part of our overall Talent strategy, we have opportunities available for individuals with varying levels of experience. In addition to our experienced professional hiring processes which comprise the majority of our recruitment, our Early Career opportunities are designed to be available to talent with 0-4 years of experience post degree all degree levels.



Job Postings





Meet the teams

Home > Careers > Meet the Teams

Meet the Teams

Imagine what you could experience at Novartis

Everything we do at Novartis is inspired by our purpose of reimagining medicine to improve and extend people's lives. It's this purpose that drives and challenges us. We are working to build an environment where each of us can be our true selves - inspired, curious and unbossed - every day. Meet the teams, explore where you could apply your skills and enjoy an unbossed career while positively impacting millions of lives!



Research

Our researchers combine imagination with the rigor of collaborative science to find better treatments for disease.

Learn more

Novartis Strategy

Focus Areas

To support this strategy, we have clear focus areas and priorities to create value for our company, our shareholders and society.

Therapeutic Areas

Technology Platforms

Our focus is in 5 core therapeutic areas:

- Cardiovascular
- Immunology
- Neuroscience
- Solid Tumors
- Hematology

These areas have significant disease burden.



Novartis Strategy

Focus Areas

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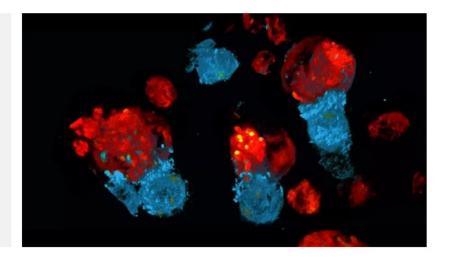
Therapeutic Areas

Technology Platforms

Our technology platform areas are:

- Chemistry
- Biotherapeutics
- xRNA
- Radioligand
- · Gene and cell therapy

We have the depth and scale to discover, develop and commercialize therapies.





Keynote

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Julia Zack, PhD
Executive Director and TA Head Global Health, Respiratory & IMB
PK Science, NIBR
julia.zack@novartis.com

Our purpose and vision are supported by a strong culture with clear values



Purpose

Reimagine medicine to improve and extend people's lives



Vision

To become the most valued and trusted medicines company in the world



Values

Inspired | Curious | Unbossed | Integrity

We touch the lives of millions of people worldwide



140

Countries

where Novartis medicines are distributed



743 m

Patients reached

with Novartis medicines (2022)



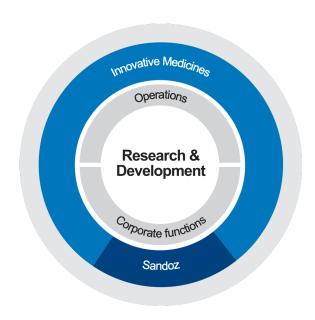
54.6 m

Patients reached

through access-to-medicine approaches (2022)



We are a focused medicines company



USD 50.5 bn

Group net sales (2022), growing 4% in constant currencies from the previous year

82% of Group net sales in 2022 from Innovative Medicines Division: 18% from Sandoz1

USD 10 hn

Invested in research and development (2022)

Equivalent to around 20% of Group net sales

743 m

Patients reached (2022)

236 m through Innovative Medicines

54 m through Novartis Global Health (which focuses on transforming health in low- and middle-income countries)

453 m through Sandoz

^{1.} In 2022, we announced our intention to spin off our Sandoz Division into a standalone company, which we expect to be complete by the second half of 2023.



We operate in a world where powerful forces are transforming healthcare

Accelerating innovation in science and technology



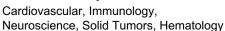


Our strategy

Deliver high-value medicines that alleviate society's greatest disease burdens through technology leadership in R&D and novel access approaches

Our focus

5 core Therapeutic Areas¹





Chemistry, Biotherapeutics xRNA, Radioligand, Gene & Cell Therapy

4 priority geographies

US, China, Germany, Japan



Our priorities

Accelerate growth

Deliver **high-value medicines** (including launch excellence)

Deliver returns

Embed operational excellence



Strengthen foundations

Unleash the power of our **people**

Scale data science and technology

Build trust with society



1. Other TAs opportunistically.



Deliver high-value medicines

We are dedicated to discovering and developing new treatments for diseases including cancer, heart disease and neurological conditions – and delivering them at scale to reach as many patients as possible.

Highlights | 2022

USD 10 bn

invested in R&D

ongoing Phase III programs

23

approvals (US, EU, Japan, China)

20 000+

employees working in R&D

24

submissions (US, EU, Japan, China) USD 250 m

pledged for research into new medicines for malaria and neglected tropical diseases



Embed operational excellence

We aim to drive efficiency and free up resources to invest in innovation for patients. In everything we do, we maintain high standards of patient safety, while also working to reduce our environmental footprint

Highlights | 2022

72.5 bn

treatments supplied through Novartis facilities 50+

manufacturing sites worldwide 49%

reduction in greenhouse gas emissions in our own operations since 2016

42%

reduction in water consumption in our own operations since 2016



Strengthen our foundations

Highlights | 2022

Unleash the power of our people We are investing in our culture to empower every Novartis employee to be inspired by our purpose and drive innovation 100 000+ Novartis employees (FTEs)

47% women in management

42.4 average learning hours per employee



Scale data science and technology

We use data science and technology to find new ways to treat disease, improve our operations and support patients and healthcare professionals

2 m

patient years of data from thousands of clinical trials available via our data42 platform



Build trust with society

We aim to make our medicines available to as many people as possible around the world and follow high standards of ethical behavior wherever we operate

119%

increase in patients reached with our strategic innovative therapies in LMICs since 2019 98%

of employees trained and certified on our Code of Ethics





Our achievements are gaining recognition

Access to Medicine Index

Novartis has ranked in the leadership group for more than 10 years



CDP

Novartis is a "Double A List" company with A scores in both CDP Climate Change and CDP Water Security



Bloomberg Gender Equality Index

Novartis was included in 2022 for the third year in a row



World's 25 Best Workplaces™

Novartis was included in Fortune's World's 25 Best Workplaces™ list



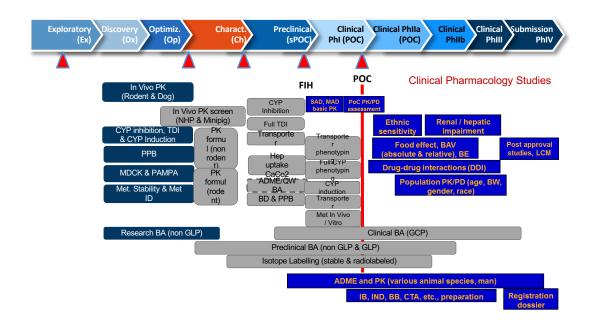


Personal Background

- Julia Zack
- Pharmacist, 11 years in training, 18 years in drug development industry (2 companies)
- TA Head
- Antivirals, ID, Respiratory, CVM, NS, Oncology
- Global Health
- Forever learning
- Personal: immigrant, mom, role model



My scientific contribution



What we write is read by many...

HIGHLIGHTS OF PRESCRIBING INFORMATION

These highlights do not include all the information needed to use ENTRESTO safely and effectively. See full prescribing information for

ENTRESTO™ (sacubitril and valsartan) tablets, for oral use Initial U.S. Approval: 2015

WARNING: FETAL TOXICITY

- See full prescribing information for complete boxed warning. · When pregnancy is detected, discontinue ENTRESTO as soon as possible. (5.1)
- Drugs that act directly on the renin-angiotensin system can cause injury and death to the developing fetus. (5.1)

-INDICATIONS AND USAGE

ENTRESTO is a combination of sacubitril, a neprilysin inhibitor, and valsartan, an angiotensin II receptor blocker, indicated to reduce the risk of cardiovascular death and hospitalization for heart failure in patients with chronic heart failure (NYHA Class II-IV) and reduced ejection fraction. (1.1)

ENTRESTO is usually administered in conjunction with other heart failure therapies, in place of an ACE inhibitor or other ARB. (1.1)





-DOSAGE FORMS AND STRENGTHS

Film-coated tablets (sacubitril/valsartan): 24/26 mg; 49/51 mg; 97/103 mg

-CONTRAINDICATIONS

- Hypersensitivity to any component. (4)
- History of angioedema related to previous ACE inhibitor or ARB therapy.
- Concomitant use with ACE inhibitors. (4, 7.1)
- Concomitant use with aliskiren in patients with diabetes. (4, 7.1)

---WARNINGS AND PRECAUTIONS

- · Observe for signs and symptoms of angioedema and hypotension. (5.2, 5.3)
- Monitor renal function and potassium in susceptible patients. (5.4, 5.5)

--ADVERSE REACTIONS-

Adverse reactions occurring ≥5% are hypotension, hyperkalemia, cough, dizziness, and renal failure. (6.1)

To report SUSPECTED ADVERSE REACTIONS, contact Novartis Pharmaceuticals Corporation at 1-888-669-6682 or FDA at 1-800-FDA-1088 or www.fda.gov/medwatch.

...DRUG INTERACTIONS.

- . Dual blockade of the renin-angiotensin system: Do not use with an ACEi, do not use with aliskiren in patients with diabetes, and avoid use with an
- Potassium-sparing diuretics: May lead to increased serum potassium. (7.2)
- NSAIDs: May lead to increased risk of renal impairment, (7.3)
- · Lithium: Incre

LISE IN SPECIFIC POPULATIONS

- · Lactation: Breastfeeding or drug should be discontinued. (8.2)
- Severe Hepatic Impairment: Use not recommended. (2.4, 8.6)

See 17 for PATIENT COUNSELING INFORMATION and FDAapproved patient labeling.

Revised: 8/2015

No.1 BESTSELLER



Vocational Etiquette ®

Or...5.5 E-Z Steps to Avoid Debilitating Career Deficit Disorder (CDD)

Vocational Etiquette

Agenda

- What is Success?
- Five Things Everyone Knows
- Career Management 101
- Practical Leadership

"Experience is simply the name we give our mistakes"

Oscar Wilde, Author

What is Success?

- Avoiding Mistakes
- Winning the Lottery
- Having a Corporate Leadership Position
- Enjoying the Admiration of Peers
- ...

Success is About Satisfying Motivations

Money, Power/Control, Sex, Nourishment



Five Things Everyone Knows

But few actually heed...

1. Live Beneath Your Means

- High income alone is not the key to becoming wealthy (1)
- Career decisions must balance all considerations, not just salary
- Excessive debt is voluntary indentured servitude
- (1) The Millionaire Next Door, T Stanley, W Danko, Pocket Books, NY 1996



Buy what thou hast no need of and ere long thou shalt sell thy necessaries.

~Benjamin Franklin

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2. "Work-Life" Balance is Fantasy

- Jack Welch, Fmr CEO GE
 - "The idea just didn't dawn on me that anyone would want to be anywhere but at work."
- Richard Branson, CEO Virgin
 - "The difference between the paid executive and the fortune building entrepreneurs is the latter does not pause to worry about work-life balance"





Work-Life Balance Facts

- Work and Life are not mutually exclusive
- Corporate actions to address balance do not address the problem
- Performance is measured in achievement, not enjoyment
- There are many elements of our Work and Life over which we have limited control
- There is no perfect, one-size-fits-all balance

3. Learn Public Speaking and Behavioral Interviewing

- Leaders articulate the fullness of their vision through oratory
- Speaking increases organizational visibility
- Arm your interviews with prepared examples
- Take control of bad interviewers by being a behavioral interviewee



"The average person at a funeral would rather be in the casket than doing the eulogy." ~Jerry Seinfeld



Past Behavior Predicts Future Performance

- Open questions collect examples illustrating past job performance
- Candidate is asked for:
 - Situation, Task, Action, Result
- Optimizes limited contact time of interview
- Maximizes information content regarding performance expectations

The Bad Interview...

Closed questions

- "Have you influenced others while at work?"

Pointless speculation

- "Where do you see yourself in 5 years?"
- "How much would you charge to wash all the windows in Seattle?"

Unfocused inquiry

– "What are your strengths/weaknesses"

The Fox-News Special

- "As a millennial, do you agree Mr Rogers is an evil man?"

The Bad Interview... Controlled

- When presented with Closed, Pointless or Unfocused Questions -Answer with examples
 - Situation, Task, Action, Result
 - "During a negotiation for the company, I was asked to resolve a disagreement over study data interpretation..."
 - "I recently began applying what I've learned about Behavioral Interviewing to avoid bad interviews."

4. Visualize Success Everywhere

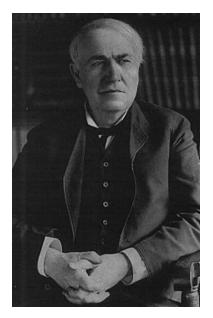
- "Don't complain, just work harder."
 - R. Pausch
- That's Not My Job.
- Put your life-vest on first. No one is coming to the rescue
- Imagine the best in others.
 Always assume positive intent



"Any time we spend whining is unlikely to help us achieve our goals. And it won't make us happier." ~ Randy Pausch

5. Embrace Failure Gloriously

- Foster Competitive Drive and Life-long Learning (1)
- Listen, try new things, reflect honestly (2)
- Take risks; forgive the mistakes you learn from
- Seek candid feedback
- (1) The New Rules: How to Succeed in Today's Post Corporate World, John P Kotter, The Free Press, NY 1995
- (2) Leading Change, John P Kotter, HBS Press, 1996 NY



""Results! Why, man, I have gotten a lot of results. I know several thousand things that won't work.". Thomas Edison

5.5 Get a Library

- Dale Carnegie How to Win Friends and Influence People (1937)
- John Kotter That's Not How We Do It Here (2016)
- Jeffrey Pfeffer Leadership BS (2015)
- Randy Pausch The Last Lecture (2008)
- Robert Cialdini Yes! 50 Scientifically Proven Ways to Be Persuasive (2008)
- Richard Wiseman 59 Seconds (2010)
- Melvin Powers Advanced Techniques of Hypnosis (1979)



And if the dots do get to you...try this

Power Posture

Fake it till you become it

Give it your best, show them who you are and walk away

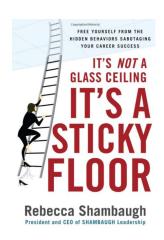
Tiny tweaks → big changes

Amy Cuddy: Your body language shapes who you are



What You Think - They Think

"Usually women blame the old boys' club or the glass ceiling for the dearth of women at the top. But I have seen something different. Accomplished women are holding themselves back. It's not the external obstacles. They need to look within."



- 1. Balancing Your Work and Life
- 2. Embracing "Good Enough" in Your Work
- 3. Making the Break
- 4. Making Your Words Count
- **5. Forming Your Own Board of Directors**
- 6. Capitalizing on Your Political Savvy
- 7. Asking for What You Want

Sound bites from Podcasts

- The most important decision a woman makes in her career is choosing her partner
 - Behind every successful man is a woman.
- Sit at the table
- Look the part, act the part
- Don't make your e-mails "feel"
- Be nice to other women. Its not high school anymore
- Even if you don't want it all.... don't spoil it for others



Thank you

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Panel discussion

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Panel Discussion



Lorraine Bandelli, PhD Head, Clinical Processes & Solutions,

lorraine.bandelli@novartis.com

GDD



Guo Fang, MD, PhD Translational Medicine Expert, **NIBR**

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MaryLynn Mercado, PhD

Senior Group Head, Regulatory Writing, GDD

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Gangadhar Sunkara, PhD

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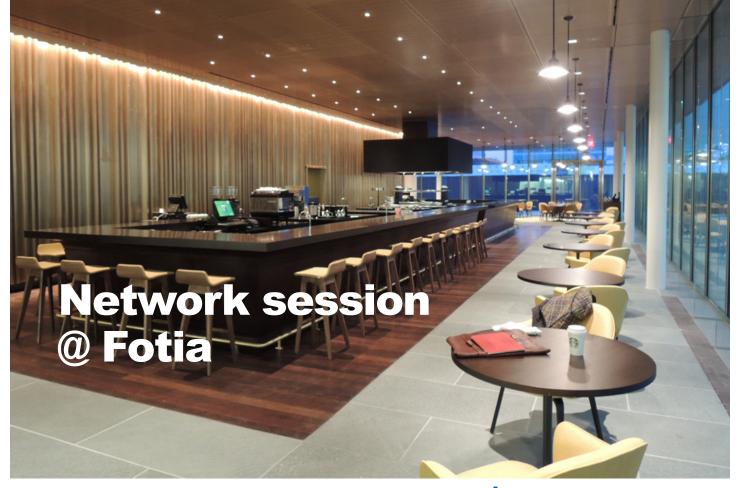


Daya Verma, PhD Director TPPM, TRD, GDD

daya.verma@novartis.com

Questions to the panels

- Tell you story in terms of your career trajectory and your current job description. They like to hear what your typical day is like.
- Describe any jobs in your area that might be different than the three of yours for people with a PhD.
- Come up with some suggestions on how to prepare yourself for a career in your field prior to applying.
- Suggest the best steps to take to get a job in your field.



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Thank you

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