

# Novartis announces further steps to protect and support its associates during the COVID-19 Pandemic

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As the coronavirus (COVID-19) situation continues to evolve, our primary concern at Novartis remains the health and safety of our associates and patients globally. With that in mind, this week Novartis announced a range of additional measures to protect and support our associates around the world.

Announced this week, Novartis has extended its guidance for all Novartis associates within Europe, US and Canada to work from home until May 1, 2020, with the exception of those working in laboratories, manufacturing sites and in the field. We continue to assess the situation and adapt accordingly.

Novartis is also taking steps to support the health and wellbeing of our associates globally as they adapt to new working dynamics and family commitments as a result of the COVID-19 pandemic.

Given the nature of some of the work undertaken at Novartis, it is not possible for everyone to work remotely and Novartis has committed to provide childcare assistance for associates working in our laboratories, manufacturing sites and in the field throughout the course of the pandemic. In situations where it is not possible for an associate to work from home or this doesn't allow them to perform their responsibilities as a caregiver, we're also offering a global commitment of 12 days paid leave, in addition to vacation and personal time off.

In line with our commitment to learning, Novartis is also expanding the rich range of digital learning resources available to our associates through our collaboration with online learning platform, Coursera. Every Novartis associate now has access to two additional Coursera licenses per household to support family learning and homeschooling needs.

Novartis is also donating USD 1 Million to support the work of Khan Academy, a not-for-profit organization offering free virtual learning resources to students of all ages as well as tools and resources for parents and teachers. Our contribution will help support Khan Academy as they respond to the current heightened demand for virtual learning.

Further, to help our associates maintain their personal health and wellbeing, Novartis is providing access to Tignum X, an app providing digital wellness coaching in the areas of mindset, nutrition, movement and recovery to all our associates globally and as well as free access to their families.

Novartis remains responsive to any developments regarding coronavirus and we will continue to take necessary steps to protect and support our associates and patients as the situation evolves.

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