

Novartis Healthcare Philippines recognized as a Top Employer for third consecutive year

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- Novartis Healthcare Philippines has been officially recognized by the Top Employers Institute as a Top Employer 2023 in the Philippines.
- To become recognized as a Top Employer, an organization must demonstrate its commitment to putting their people first through their exceptional human resource (HR) policies.
- Top Employers Institute is the global authority on recognizing excellence in people practices.

Novartis Healthcare Philippines has been officially recognized by the Top Employers Institute as a Top Employer 2023 in the Philippines. This marks the third consecutive year the Swiss research-based healthcare company has received the prestigious certification.

Each year, Top Employers Institute certifies organizations who are focused on putting their people first through their exceptional human resource (HR) policies.

The Top Employers Institute program certifies organizations based on the participation and results of their HR Best Practices Survey. This survey covers 6 HR domains consisting of 20 topics including People Strategy, Work Environment, Talent Acquisition, Learning, Diversity, Equity & Inclusion, Wellbeing and more.

Top Employers Institute CEO David Plink says: "Exceptional times bring out the best in people and organizations. And we have witnessed this in our Top Employers Certification Program this year: exceptional performance from the certified Top Employers 2023. These employers have always shown that they care for the development and well-being of their people. By doing so, they collectively enrich the world of work. We are proud to announce and celebrate this year's group of leading people-oriented employers: the Top Employers 2023."

Top Employers Institute is the global authority on recognizing excellence in People Practices. We help accelerate these practices to enrich the world of work. Through the Top Employers Institute Certification Program, participating companies can be validated, certified, and recognized as an employer of choice. Established over 30 years ago, Top Employers Institute has certified 2,053 organizations in 121 countries/regions. These certified Top Employers positively impact the lives of over 9.5 million employees globally.

"Our organization supplies medicines developed through inspiration and driven by the passion of our people. The word 'driven' is associated with an engine, which is analogous to our organization, comprising different components – represented by our people – performing different functions. Yet, we all come together as one, moving towards a harmonized purpose. Another term associated with an engine is HP for 'horsepower' which is a unit of measurement of the power of an engine or motor. For us in Novartis Philippines, HP also stands for 'happy people with high performance'," said Mr. Joel Chong, Country President, Novartis Healthcare Philippines, Inc.

In 2021, the company's business operations created a total of 9,240 local jobs, including the employment of 441 Filipino associates. In terms of products and human capital impact, Novartis contributed Php2.4 billion to

Philippine society.

“Novartis Philippines has been deliberate in its journey towards our culture aspiration of Inspired, Curious and Unbossed and in fostering a psychologically safe and inclusive environment. It is an honor to be recognized for the workplace we have created. This milestone is truly a great testament that our people practices continue to be at par with the industry’s best,” said Ms. Annelyn Betia, People & Organization Head, Novartis Healthcare Philippines, Inc.

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