

Social Impact and Sustainability targets

Our targets and aspirations bring our strategy for social impact and sustainability to life by measuring progress on how we provide access to innovative medicines – especially for underserved populations – while we protect the planet, and support our people.

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- Implement a global access strategy for all new medicines launched¹.
 - Increase the number of patients reached with strategic innovative medicines² in low- and middle-income countries (LMICs) at least 150% by 2030 from a 2025 base year.
 - Establish at least 40 healthcare system readiness roadmaps covering Sjogren's, chronic myeloid leukemia (CML), myelofibrosis, Huntington's and rare renal diseases by 2030.

1. Excluding cell and gene therapies, and radioligand therapies (RLT).

2. Brands include: Cosentyx, Ilaris, Kisqali, Kesimpta, Leqvio, Zolgensma, Piqray, Scemblix, Xolair, Pluvicto, Fabhalta and expected new launches in 2026-2030.

- Invest at least USD 250 million to advance R&D for malaria and neglected tropical diseases (NTDs) over five years (2026-2030).
 - In 2026, achieve submission for malaria treatment ganaplacide/lumefantrine.
- Launch community health initiatives in 10 countries by 2030.
- Implement the Novartis Foundation³ CARDIO4Cities model in at least 30 major cities by 2030⁴.

3. The Novartis Foundation is a non-for-profit organization and an autonomous legal entity.

4. Major cities refer to cities with more than 1 million inhabitants.

- Achieve net-zero GHG emissions across our value chain by 2040.
 - Reduce absolute Scope 1 and 2 GHG emissions 90% and absolute Scope 3 GHG emissions 42% by 2030, from a 2022 base year.
 - Maintain a minimum of 90% absolute Scope 1 and 2 GHG emission reductions from 2030 to 2040, and reduce absolute Scope 3 GHG emissions by 90% by 2040, from a 2022 base year.
- Reduce the amount of waste sent for disposal by 30% by 2030, from a 2022 base year.
- No water quality impacts from manufacturing effluents by 2030 across own manufacturing sites, labs and all active pharmaceutical ingredient (API) suppliers⁵.
- Implement water use reduction plans for own and supplier sites based in water-stressed basins by 2030.

5. API suppliers include manufacturers of drug substances and drug products.

People and Culture

View our targets and aspirations for People and Culture.

- Maintain gender representation in management by 2027⁶.
- Review our human resources practices beyond base pay to eliminate any potential sources of bias in accordance with applicable law by 2027.

- Make the new EU Pay Transparency Directive requirements our global minimum standard for internal pay equity and pay transparency reporting by 2027⁷.

Ethics, Risk and Compliance

- Anchored in our [Code of Ethics](#), Novartis ERC Program sets clear principles and expectations for ethical conduct, guiding decision-making and leadership behavior across the company.
- With a focus on effectiveness rather than targets, ERC measures impact through mechanisms such as the ethical behavior survey, and strengthens trust with society by embedding speak-up, responsible external partnerships, and robust risk management into how we operate.
- In addition, the program supports performance while meeting and exceeding regulatory and societal expectations on ethical behavior, anti-corruption, human rights, and environmental responsibility.

6. Novartis makes employment decisions based on merit and relevant job-related factors, including the skills, qualifications and experience of the individual, without regard to sex/gender, race, ethnicity, or any other legally protected or personal characteristics unrelated to the job. As a global company, Novartis is committed to complying with all applicable laws, regulations and standards in the jurisdictions where we operate, and our policies and practices may vary accordingly to reflect local legal and regulatory requirements. United States-based employees of Novartis, as well as US citizens working outside the US for any Novartis affiliate, do not participate in the gender representation in management aspect of the EPIC pledge but the US does participate in all other facets of EPIC, with the goal of ensuring all our employees are given equal pay for equal work, consistent with applicable law.

7. Refers to the expectations of the European Union Directive and not individual country legislation, which may impose stricter requirements.

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[CARDIO4Cities](#)

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