



Organizational announcement

Dear Colleagues,

I'd like to share with you some important people announcements, as well as some updates to our P&O Leadership Team setup as we continue our change journey.

As we get closer to the planned Sandoz spin, we have been reassessing the current needs and strategic priorities for the future Sandoz Board of Directors which has resulted in changes to the planned Sandoz Executive Committee. After careful consideration, **Inge Maes** will leave the organization and step down from her role as Head P&O Sandoz.

During the past 21 years, Inge has been a valued and dedicated leader and we are indebted to her for her numerous contributions across Novartis and Sandoz. Inge joined Novartis in Switzerland in 2002 and served in various R&D roles before transitioning into P&O. She has worked with and led many teams across the globe, known for delivering business impact, fostering talent, and role modeling our culture. She joined Sandoz in 2019 and her strong commitment to create environments where teams thrive and her mission to enable access to affordable and high-quality generic medicines for more patients across the globe has made a lasting impact on our organization. She will be missed by all who have worked with her over her long career.

I know you will join me in thanking Inge for all her contributions and wishing her continued success in the future.

Effective May 1, **Tripti Jha**, currently Chief Talent & Transformation Officer and Head People Services & Technology for Novartis will be appointed **Chief People Officer Designate Sandoz**, reporting into Richard Saynor, Chief Executive Officer Designate Sandoz.

Tripti has over 20 years of experience in HR driving business performance through impactful people and talent strategies and has led large-scale organizational transformations across Novartis Pharmaceuticals, Business Services and P&O. In her current role, she leads a team of more than two thousand HR professionals across multiple CoEs and areas of expertise incorporating talent strategy, employer brand, leadership development, transformation, P&O services, and global Employee Relations. Tripti has a track record of building strong leadership teams and extensive experience working with the Executive Committee of Novartis and Board of Directors. Prior to her current role, she was the Chief Talent and People Solutions Officer for Novartis serving all units and spearheaded the Novartis P&O response to the global pandemic. Tripti is passionate about driving business impact through shaping culture, talent, and leadership, and believes in the importance of a strong organizational purpose.

Effective May 1, **Paula Landmann** will be appointed **Chief Talent & Transformation Officer**, continuing to report to me.

In her current position, as Head P&O Operations, Paula has played a significant role in building the new Operations organization, bringing together the strengths of the previous NTO and CTS organizations into a single operational backbone supporting the Novartis portfolio. Paula joined Novartis in 2013 in the Talent Management and OD team, as part of an internship for her MBA. Since then, she has held various roles of increasing responsibility including Global P&O Business Partner, Head of Strategic HR Projects, Global Head P&O for the Aseptics Platform and Head P&O for NTO and Quality. Prior to joining Novartis, Paula worked in management consulting and has enjoyed living in various countries around the world.

Effective May 1, People Services & Technology will be led by **Holger Ness**, who will be appointed **Head People Services & Technology**. Holger will join our P&O Leadership Team and will report directly to me.

In his current role as Global Head P&O Services, Holger has continued to evolve the operational backbone of P&O, providing high quality transactional services to all Novartis associates and managers with a focus on Hire to Retire, Payroll, Time and Learning support. Holger has a long track record of building, leading and developing large scale service organizations and has worked in a variety of P&O and consulting roles in varying businesses, covering a wide range of responsibilities from Talent and Organizational development to Business Partnering and Service Delivery.

Effective May 1, **Rahul Sharma** will be appointed **Head P&O Operations**. Rahul will join our P&O Leadership Team and report directly to me. To ensure continued business intimacy, Rahul will also be part of the Operations Leadership Team.

Rahul joined Novartis in 2009 from Citibank UK. He brings a tremendous track record of breadth and depth of experience including Head HR, Asia Cluster for Pharma, Head HR Manufacturing for Vaccines and Diagnostics, Head Leadership Development Novartis and now in GDD as Head P&O Technical R&D, where he supports both the TRD Leadership Team and the GDD China organization. Rahul is deeply passionate about servant leadership and helping the business deliver superior outcomes through culture.

As of May 1, **Scarlett Stredel** will join our P&O Leadership Team and report directly to me as **Global Head P&O Digital Experience**, given the importance of Workday to our organization.

In this role Scarlett will continue to ensure P&O processes and solutions are designed and implemented to deliver the best people experience and efficiency. Scarlett will continue to lead the critical implementation of Workday and will oversee the overall P&O technology landscape. Scarlett joined Novartis in 2010 and has held multiple roles in our P&O function in several countries (United Kingdom, USA, Mexico, and Czech Republic).

April will be used as a transition month for all the changes above. Please join me in wishing all our appointees all the best in their new roles.

I'd also like to announce some changes to the structure of our [P&O Leadership Team](#) and minor adjustments to our functional set-up we enter a new phase of our change journey. One year on from the launch of Transforming for Growth, it's the right moment to form a core POLT consisting primarily of my direct reports and an extended POLT which will meet quarterly. Finally, in addition to the above changes we will move the Global Mobility function back into Rewards.

You will shortly receive an invitation to join a short webcast later today with our global P&O organization when I will share more about these changes.

Looking forward to seeing you there!

Rob

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