

## “Passion and expertise are key to our success”

A lot can be learned about a company by the way it is perceived during job interviews. Many candidates say they are attracted to Actelion because it is a small company that is science-driven, a place where each individual can have an impact. People comment on the strong sense of purpose at Actelion that comes from discovering and developing new medicines for high unmet medical needs.

In 2006, an internal survey revealed how strongly Actelion’s employees identify with the company. Compared to industry benchmarks, a significantly higher proportion of Actelion’s employees would recommend their company as a place to work. The same survey also showed that employees believe in and strive to realize Actelion’s core values: innovation, results-driven behavior, open communication, and trust and teamwork.

### **Diverse, international and attractive working environment**

Located in a dynamic region where the borders of Switzerland, France and Germany meet, Actelion has been a diverse, multinational company from the beginning. Employees thrive in an international environment, with over 20 nationalities represented at headquarters in Allschwil. The company prides itself on gender diversity. Today, nearly 50% of researchers are women, and more female talent is recruited every year.

Actelion is sensitive to employees’ needs and provides attractive benefits. Where job requirements allow, there are flexible working hours and selective opportunities to work from home. Benefits also include maternity leave above the legal requirements and part-time opportunities on a case-by-case basis for working mothers. In terms of compensation, Actelion offers packages that are competitive with industry standards, including monetary incentive schemes such as performance-based bonuses or stock options that allow employees to share in the success of the company.

Personal and professional development of employees is incorporated into Actelion’s Strategic Plan. Recently completed state-of-the-art Drug Discovery and Clinical Development facilities at headquarters underline the importance given to a well-resourced, attractive workplace.

Actelion’s business momentum is mirrored in the growing number of employees. In 2006, the ninth year since the founding of the company, headcount expanded to over 1,200, with affiliates in 22 countries. In 2007, continued growth is forecast, with 400 new positions to be added globally.

“At Actelion, we will continue to place a high priority on attracting, developing and retaining the best talent in our industry because we know that people with passion and expertise are the key to our present and future success.”

**Christian Albrich**

Head of Global Human Resources