

## **Annual report of the AVR President for 2023**

2023 was a challenging year for the AVR. The number of transformations increased, as did their size and complexity. As usual at Roche, the AVR was involved in all transformations and was thus able to contribute to reducing the overall impact. While this doesn't always work out as hoped, we were also able to achieve important successes in 2023 that can be of existential importance to individuals. In the consultation meetings, I repeatedly emphasise that the AVR is not against change, but careful consideration needs to be given to how we approach these changes and how we treat employees in the process.

The number of individual counselling sessions also increased in 2023, which is probably due to the current turbulent environment. However, I am grateful that the AVR Board is so committed so we can cope well with these peaks and be there for Roche employees when they need us.

With all of these ongoing activities, it is sometimes easy to forget that all AVR Board members fulfil their duties alongside their "normal" business roles. I would therefore like to take this opportunity to say a big thank you to the Board members for their tireless efforts! I would also like to thank the Board members' managers for their flexibility and support, because without this, the Board members would not be able to fulfil their duties with as much commitment and dedication as they currently do.

As every year, we were engaged in the annual salary negotiations and I believe we were able to achieve a reasonable result with a 2% overall salary increase that fairly reflects the economic environment on the one hand and the current situation at Roche on the other.

In December 2022, we launched a great offer for various discounts to help minimize the loss of purchasing power due to inflation and did so again at the end of 2023: after the launch of the Swisscom offer in December 2023, we were overrun with requests and applications. We were also able to honour our commitment to retired members and found a way for them to also benefit from the many discounts on the Swibeco platform and launched the respective solution in June 2023.

I am of course very pleased that we can give members a little joy with these great discounts, especially when the offers mean a slight relief to the day-to-day household budget.

I would like to thank you, dear AVR members, for the trust you have placed in us. I can assure you that we will continue to work for you with full commitment to uphold employees' interests in the best possible way.

Best regards

A handwritten signature in blue ink, appearing to read 'R. Gray', is positioned above the printed name and title.

Robert Gray  
President of the AVR