

## **Activity reports of the AVR Board members for 2023**

### **Justine Muya, Vice President AVR**

2023 – Looking back, last year was once again anything other than boring. My second year as Vice President was another exciting and above all intense one. My induction period in 2022 allowed me to spend last year focusing on my core tasks, including transformations, salary negotiations, the Pension Fund and employee appraisal reviews.

Along with some major transformations, I noticed the continuing trend for “smart consultations”. Even if this involves more effort for us, I support this approach, as it brings us closer to the different areas, gives us a better insight and allows us to have a greater influence on the impacts. In order to keep track and also be able to provide even better support, we formed groups within the Board and divided them into different areas.

Committee for Industrial Health Protection and Environmental Protection (CIHE): In my work as an AVR representative on the CIHE, I again participated regularly in the quarterly meetings. Once again last year we held discussions on a host of exciting but also important topics to make sure we were in a position to advocate for not just the safety but also the health of every single employee. In addition to official inspections, we also addressed projects like pedestrian safety and on-site traffic.

Pension Fund: 2023 was a transitional year for me in the Pension Fund. I moved from my role as Alternate in the SPS to the Pension Fund Board of Trustees. I would like to thank everyone for placing their trust in my ability to take on this new role. I also became an Associate Member of the Pension Fund working group with the aim of gaining an even better insight into all of the latest issues. This development and my more in-depth involvement are extremely relevant to me in my efforts to fairly represent the Pension Fund. Last year’s training day was held once again in Buonas, and we discussed important topics and changes concerning the Pension Fund.

Service anniversaries: Congratulating long-serving employees is a highlight of my work, and I enjoy doing so in person whenever possible. It is always fascinating and rewarding to hear about the stories and careers of these long-serving employees, and I look forward to new encounters in 2024.

I would like to thank not only the Board, which has grown together into a great team and has always been very generous with its support, but also all Roche employees who have placed their trust in us. We do all we can to represent them as well as possible.

## **Susanne Löffler, Associate Member, Basel Executive Committee**

2023 was another eventful, fast-paced year with lots of new organisational structures, flattening of hierarchies, digitalisation and new ways of working together. These changes often also result in transformations.

In my role as a member of the Executive Committee, I am involved in transformation and restructuring exercises, the resulting consultation discussions and redundancy scheme negotiations. There were many of these again last year.

In addition to supporting the consultations, one of our core tasks is to offer **employee counselling**. Providing an open ear and supportive advice is not always easy, and calls for flexibility. The number of employee counselling sessions seems to be increasing, and we recommend that employees always seek dialogue at an early stage in the event of any problems. I would like to take this opportunity to thank the entire AVR team, which soon learned the ropes and began working with great motivation following last year's elections.

I was able to take part in last year's **salary negotiation** and to be involved in efforts to reconcile employee expectations with the economic and geopolitical situation. The result of 2.0% was a compromise reached after a constructive and fair exchange of views.

It is always highly rewarding to be able to congratulate employees celebrating their 25 or 40-year **service anniversaries** in person, as it is often a chance to learn a great deal about their background and their personal development at Roche.

Unfortunately, I was unable to attend the AVR off-site meeting last year due to an accident.

Last year we were given the opportunity to take part in an **LCP** (Leadership Circle Profile). Apart from self-awareness, this provided a great confidence boost within the team and helped to bring the team members even closer together.

I am now very much looking forward to a new year of collaboration with the team. Further thanks go to my colleagues and my Chapter Lead and Circle Lead for their understanding, and for supporting my work in the AVR in the interests of making an important contribution to social partnership.

## **Oliver Strobel, Associate Member, Basel Executive Committee**

Transformations were once again one of the key topics last year. Not only do the intervals between the transformations seem to be decreasing, but the individual phases are also getting faster. It is important to introduce the perspective and needs of employees to the discussions from the outset, and to pay attention to the aspect of fairness. It is also essential to understand the business case and question it in a constructive and critical manner. Our support for the transformation does not end with the consultation, however, but moves into the next phase during

implementation, where the AVR advocates for hardship cases and advises those affected on matters related to the redundancy scheme.

Increasingly complex – this would be my assessment of the year as a whole, including HR cases. The situations and circumstances in which employees turn to the AVR to seek advice or assistance are becoming more frequent, and often more complex. There are undoubtedly certain recurring issues, but each case is different and must be considered individually. Seeing how grateful people are when we have an open ear for their concerns is all the motivation I need.

In August I was given the opportunity to become an active part of the Executive Committee, in the role of Associate Member. I am very grateful for this opportunity, and would like to thank the EC team for the open and warm welcome they gave me. This fascinating and instructive work provides me with an in-depth insight into everyday operations and other HR and site-related issues. I would like to continue to make my contribution as part of the Executive Committee.

I would particularly like to mention the positive team work throughout the Board last year. The mutual support and assistance is inspiring, and it is extremely rewarding to work with such a dedicated team. I am also looking forward to another exciting year with the AVR team.

### **Rudolf Vorburger, Associate Member, Basel Executive Committee**

In 2022, the AVR was again involved in a great many transformations. In my role as a member of the Executive Committee, I am involved in transformation and restructuring exercises, the resulting consultation discussions and redundancy scheme negotiations. As part of my activities on the EC, I'm also always willing to lend a sympathetic ear to members of staff who wish to discuss a problem. Listening to and advising them is a demanding but very motivating task. This is especially the case when a good solution can be found for the employees.

**Committee for Industrial Health Protection and Environmental Protection (CIHE):** As the AVR representatives on the CIHE, we attend quarterly meetings to discuss new projects and ensure good working conditions. Last year, the many construction sites, which do not appear to be decreasing in number, were again an issue in terms of pedestrian safety on site. 2023 was another year with a large number of official inspections, which we attended in our role as employee representatives to represent our colleagues' interests.

**Pension Fund:** Our training event for trustees of the Pension Fund (PF) and Supplementary Pension Scheme (SPS) was held once again in Buonas. We were given lots of important information at the event, enabling us to make even better use of our knowledge for the benefit of Roche staff. For example, I was able to improve and pass on my personal knowledge of occupational pensions.

**Events:** We were once again able to hold a party in 2023. This time it took place at the Wenkenpark in Riehen, and visitors were happy to spend time together at a location away from the Roche site.

Even though AVR activities are very time-consuming, it's a pleasure to be able to achieve something constructive for my colleagues, and I find this highly motivating.

### **Loredana Dattilo, Basel Site Representative**

*Challenging, instructive and inspiring* –this is how I would describe the past year.

Since being elected AVR Site Representative, I've learned a great deal and gained a deeper insight into the specific activities of the AVR.

I find it extremely motivating to assist with HR cases and provide our colleagues with the support they need.

No two cases are the same. Some can be more complex, others a little simpler. The fact is that I learn something new from every case, and I am delighted if the person concerned feels better afterwards and, ideally, has been able to find a solution to their problem.

Through consultation discussions and collaboration with P&C, I was able not only to represent the interests of our Roche employees, but also to deepen my knowledge of various subjects.

2023 was also a year full of inspiring conversations and rewarding encounters, whether at the AVR party or the New Joiners Event, or offering congratulations in person to colleagues celebrating their 25 or 40-year service anniversaries.

Since the end of 2023, we've also been focusing more closely in a small working group on the topic of AVR marketing activities. This has resulted in various measures such as the Grättimann promotion, where we handed out sweet pastries to mark St. Nicholas Day on 6 December, and the introduction of an online feedback and ideas form.

2024 will undoubtedly be no less challenging and instructive.

What is clear is that I will continue to advocate for the interests of our Roche colleagues and offer assistance where it is needed.

To conclude, I would like to express my sincere thanks to my fellow AVR team members for their great cooperation and support.

I am extremely grateful for the opportunity to make my contribution in the AVR – many thanks!

### **Isabella Freitag, Site Representative Trainees**

I was elected as trainee representative in 2023 and am therefore relatively new to the post. I would like to express my gratitude for the opportunity to work with the AVR on behalf of the company's trainees.

As trainee representative, it's important for me to make sure that trainees are also familiar with the AVR and know that someone is there to advocate for them. This is why I started off by helping

new trainees get to know the AVR by introducing myself as trainee representative and explaining the purpose of the AVR.

Before I took on this role, I didn't know how helpful it could be to have a body such as the AVR, which offers advice and support and provides people with the help they need.

I myself have only been able to hold brief conversations about the benefits of the AVR, but I have often witnessed the dedication of the AVR site representatives and been extremely impressed by everyone's commitment. Employee well-being is an important concern for everyone.

I hope I will be able to follow the good example of my site representative colleagues in future and grow into my role as trainee representative to support Roche's trainees. I look forward to learning lots more in the future.

### **Stefan Fritschi, Basel Site Representative**

**Stefan** (*yes, I know... the donkey, etc.*): Wow, already more than a year as AVR Site Representative! Thank you once again for electing me to this role. It's a privilege for me to work for the AVR and represent the concerns of the workforce vis-à-vis the Corporate Executive Committee and provide my colleagues with the support they need.

**The Board:** As a member of the AVR, I feel a strong sense of the Roche spirit of team work, mutual trust and respect. The level of support between members is phenomenal, and I'm always impressed by the professionalism, structure and discipline I experience. The meetings are well organised, and the roles (timekeeper, chair, etc.) are newly allocated each time -> what a great culture!

**Long-serving employees:** In my conversations with employees celebrating long-service anniversaries, I'm always amazed at the passion and solidarity they bring to their work at Roche. At how they feel at home here, and continue to give their best with such dedication. And we're talking about people who've been with Roche for 25 or 40 years > no signs of any tiredness creeping in... Respect!

**HR cases:** The consultation discussions with colleagues from the most diverse areas and concerning a wide array of topics are often very challenging for me, but also extremely instructive. The range of issues being addressed is as diverse as the people themselves. Often, the problems that occur are down to poor communication. The parties concerned fail to communicate their expectations effectively, or at all, and the objective (expected result) is not clearly outlined. I'd like to encourage everyone to be clear, and – where necessary – to resolve any ambiguities at the outset, before the situation can escalate.

**The New Joiner Event:** It's always a pleasure for me to welcome newcomers to Roche and invite them to join the AVR. I also had the dubious honour of addressing our new colleagues in the Building 1 auditorium (I think I might have volunteered...)

**The LCP:** In late summer we had the opportunity to participate in the LCP (Leadership Circle Profile) programme. Not only did this bring us a great deal of self-awareness; it also nurtured a deep sense of mutual trust thanks to the transparency created by the reflection workshop. In summary, the programme helped to bring us (even) closer together.

**Market image:** In autumn we addressed the issue of updating the AVR's market image (marketing). Lori, Oli and I took on this work, and the initial results of our process can already be seen and felt. These include: AVR tile on the HiSite app for BS and KAU, the Grättimann promotion (sweet pastries handed out to mark St. Nicholas Day on 6 December), the online feedback and ideas form...

**In conclusion,** I'd say that my expectations were far exceeded in my first year, and I'd like to thank everyone concerned. I'm looking forward to the year ahead!

### **Ralf Geertsen, Schlieren Site Representative**

In April 2023, 12 new labs were opened at Roche Glycart Ltd (RICZ), almost all for the new IHB Group. Work on putting together the corresponding teams started in March, and as SEO for RICZ it was important for me to integrate all new employees into the existing structures from the beginning and to present everything the AVR has to offer. Since most of these staff members had moved directly from an international academic environment to Roche, there were lots of questions about Swiss employment law issues and, in mid-December, plenty of confusion about the taxation of relocation services. Here too, I was able to point towards the right contacts to help solve the problem for the employees concerned.

Bike to Work was held in 2023 with 10 teams and a total of almost 14,000 km covered. Everyone taking part was treated to a fitness breakfast on the morning of 2 May to set them up for the day. The offer to clean your own bike at a nearby bike dealer in advance and repair it if necessary was also well received (each person was required to pay a contribution of CHF 20). The renewal of the four Roche annual passes for Zoo Zurich has been greatly appreciated, and all passes are in use almost every weekend.

Unfortunately we were unable to arrange any other local discounts. With around 230 employees, Roche Glycart AG seems too small to represent a potential customer base for providers, especially when it comes to specialised offers. I will, however, keep trying in my role as member of the discounts working group. In 2023, I oversaw five intensive HR cases, two of them locally. A two-day training course on conflict management provided me with valuable support for providing more efficient advice.

In the context of the Roche Pension Fund, I was nominated to the Board of Trustees of the Supplementary Pension Scheme. The training day in Buonas and the off-site meeting in May at the picturesque Lake Hallwil were both instructive and fun. Unfortunately, I was the only member of staff from Schlieren at the 2023 AVR party, and there was no local AVR event (although there was

an RICZ late summer party for the launch of glofitamab), but I plan to arrange one for Q2 2024. Finally, I would like to thank my colleagues from the AVR (in particular the administrative office) for their valuable support, and the Roche Glycart Leadership Team for the trust they have placed in me.

### **Marie-Reine Herr, Site Representative Roche Pharma (Switzerland) AG**

Looking back, 2023 was a very intense year. As site representative for our Swiss branch, following a major transformation aimed at achieving more with fewer resources, cutbacks in various departments and reorganisations, the staff at the branch were grateful to see the LEAP (Leading in Execution with Accountability for Patients) transformation brought to a conclusion. They were glad to be able to work towards securing the success of the branch once again and expressed a desire to see the process of system change settle down and for more stability. Some of the workforce had lost their jobs and were busy looking for new ones in 2023, resulting in lots of questions and consultation discussions. These also included the benefits available in the event of changes, opportunities within Roche and general questions about personal cases.

Our regular AVR board meetings and exchanges within regular experience group meetings help to strengthen contact with the other site representatives and our team work, and enabled us to discuss employee issues anonymously and define actions on the basis of these discussions. Last year, the site representative in Schlieren organised an on-site meeting that involved getting to know the site and the work being carried out there.

We also held a highly popular AVR off-site event in 2023 that involved tackling employee issues and strengthening contact and cooperation with People & Culture representatives, as well as our cooperation with our AVR representatives from Rotkreuz, getting to know each other better and defining the next steps.

Like all of my colleagues, I care deeply about addressing employees' concerns, responding to their needs, answering their questions, providing them with support and looking for solutions in individual cases. This is why it is also important for employees to approach us. All feedback and concerns are treated confidentially and dealt with in the best possible way according to the employee's wishes.

Your support and trust are what make our work within the Employees Association possible, and your membership and feedback help us AVR representatives to address with management issues that are key for Roche employees, and to propose and define improvements. Many thanks for your membership and feedback. Thank you also to the various stakeholders within the company who time and again allow us to break new ground on behalf of employees.

I look forward to continuing to support our employees in the year ahead.

One of the most rewarding parts of my work is being able to congratulate employees on their service anniversaries, which are unfortunately becoming a little less frequent in this fast-paced world. But highly appreciated nevertheless. Another highlight for employees is the AVR summer event.

I would like to take this opportunity to thank the AVR President for his tireless dedication to the interests of employees, the Executive Committee for its constant support in addressing employee issues, the AVR administration office for everything they make possible, all of my AVR colleagues for their excellent team work, commitment and openness, as well as my supervisors at RPS, the open ear of the P&C partners when it comes to employee issues and, above all, the entire management team at the branch, who always make sure to include the employee perspective in their business considerations.

### **Sandra Leoni, Diabetes Care Site Representative**

2023 was another challenging year, and it flew by. October saw the announcement of the FUSION project, whose objective is to integrate Diabetes Care and Diagnostics. This exciting initiative aims to accelerate our innovations and offer our patients personalised diabetes management with CGM (continuous glucose monitoring). This technology is also set to be extended to other therapeutic areas.

Transformation processes were implemented in many different departments at Roche in 2023. We personally advised more than 230 employees and were involved in more than 45 consultations of varying scope in connection with these processes. Our aim with our involvement was to minimise the impact of the transformations, both as a whole and on individual employees. As an independent body, we were often an important point of contact when it came to supporting and listening to the employees affected.

I was unfortunately unable to attend this year's off-site meeting, as I was attending the Roche Diploma on Compliance in Buonas at the same time. This was extremely important for my work, but I nevertheless regret missing the interesting conversations and the fun team activity – raft building – during the AVR off-site meeting.

One of the highlights of my work for the AVR was once again organising the party at the Wenkenpark in Riehen in June. We were again lucky with the weather, and the event was a total success. The motto of "Swissness" was reflected in the decorations, the food and the entertainment.

Since the autumn I have been involved with the AVR Market Presentation group and am really enjoying this work. Collaborating with Loredana, Oliver and Stefan in this group is both interesting and enriching. As one of our first activities, we distributed sweet Grättimann pastries on the morning of 6 December to staff in Basel, Kaiseraugst and Schlieren as a sign of appreciation. This gesture was well received by the staff, and made a great start to the day.

I would like to express my sincere thanks to Robert Gray for his trust, and for his effective leadership of the AVR. I have also enjoyed working with the new members of the AVR Board. Despite our different backgrounds and areas of expertise, we have evolved to become a real team and this gives me great pleasure, even if the topics we cover are often demanding. Special thanks also go to Nicole Drexler and Susanne Pommerening from the AVR office, whose hard work and commitment are a great contribution to the success of the AVR.



I would also like to thank Marcel Gmünder, Kate Hoile and Agnieszka Bentkowska for trusting me with this task and allowing me to use some of my working time for my involvement with the AVR. Your appreciation motivates me every day.

The outlook for 2024 is mixed, with a global political and economic situation that remains uncertain. There is also the FUSION project with its many unknown challenges. Together with my AVR colleagues, I am preparing for possible consultation discussions in relation to this project, and I am sure there will be plenty of work for the AVR in general.

### **Michael Hahn, Basel Site Representative**

After last year when, as a relative “newbie”, I was still able to benefit from the support of the experienced site representatives, I am now pleased to be able to offer my own help to the encouragingly high number of newly elected colleagues. Of course, this is still primarily a means to an end, i.e. to optimise the service we provide.

My main activities in 2023 continued to include consultation discussions and the opinions required for transformations, but also an increasing number of HR cases.

In January I had the opportunity to see some of the guests of honour (who I had been able to congratulate the previous year) once again at the annual dinner for the first time and to spend more time listening to their stories. Personal exchange of views and experiences remains an irreplaceable element of our AVR work, and one which undoubtedly suffered during the coronavirus pandemic.

I am also looking forward to continuing my advanced training in pension fund management so I can fulfil my role as Alternate in the Roche PF. Last September I was able to deepen my knowledge of pension provision at the annual meeting of Verlag Schweizer Personalvorsorge (VPS) in Brunnen. For this year, I am planning a similar training course which will include exchange with colleagues within the industry.

The joint meeting of the AVR and AKR in Buonas last May was extremely helpful. We were able to exchange information with each other and also with P&C representatives in person. This was long overdue because many staff and process changes had occurred there too as a result of the relocation of work to Budapest. Many communication problems could be dealt with efficiently in this way.

### **Michael Hofmann, Basel Site Representative**

Dear Colleagues,

I would like to begin by taking this opportunity to say thank you. Firstly, of course, for the trust of the voters who elected me to the office of site representative in 2022. I would also like to thank my department, which offered me the chance to support the company and its employees in this way. Finally, however, I would like to express my sincere thanks to my fellow AVR members for their

warm welcome, for the excellent introductory training they provided and their approach to collaboration that is both professionally and personally enriching. It is perhaps the most professionally and personally diverse team at the site.

I have been able to contribute in various different ways over the past 15 months. It's always a great pleasure for me to welcome new employees on their first day with the company and introduce them to the work of the AVR (Newcomer Day). In addition, I always find the conversations that occur when congratulating staff who are celebrating service anniversaries to be extremely interesting. This is a great opportunity to get to know employees from different departments, to hear their thoughts and feedback and to address these within the Board (25 and 40-year anniversaries). The work we do in the context of HR cases and consultations related to restructuring processes is both demanding and technically challenging. I find this aspect of my work in particular to be a great privilege and a meaningful contribution.

Kind regards,

Michael Hofmann

### **Mimoza Lumani, Basel Site Representative**

I was elected to the role of AVR Site Representative in November 2022, and I would like to thank my fellow AVR members for their trust and for the opportunity I've been given.

2023 was an adventurous year for me, as I was busy learning all about the work of the AVR. I supervised my first HR cases with the support of my experienced AVR colleagues, and was then able to take over the cases independently. I would also like to thank the AVR Board for their support in finding my way around my new role, and for their openness to answering questions and offering advice.

In addition to the HR cases, for several months in 2023 I was able to welcome our new joiners on behalf of the AVR on their first day with the company, and to introduce them to the AVR's work.

I also had the opportunity to support the Roche Pension Fund as an Alternate, and started to learn about the role. I was already able to attend the training event for trustees of the PF and the SPS, gaining a lot of new knowledge that I am now able to share with my colleagues where needed.

I'd like to thank everyone for giving me the opportunity to take on this role, and look forward to seeing what lies ahead.

### **Frank Schwarb, Kaiseraugst Site Representative**

The focus in 2023 was on employee counselling, with some interesting conversations and encounters. Each case is a great experience, and highlights how different structures, people and their ways of thinking can be.

Transformations were also a major issue in 2023. I was able to attend various consultations and gain a great deal of experience. This topic will also continue to occupy us in 2024.

Service anniversaries: In 2023 I was again able to congratulate lots of colleagues celebrating their 25th or even their 40th service anniversary with Roche. I never cease to be amazed at the number of service anniversaries being celebrated each year, and it shows us that Roche continues to be a popular employer. I always enjoy the fascinating conversations on these occasions.

Pension Fund: Last year I attended the “In Form informiert” forum, where the voting on the new BVG reform was a main topic of discussion. The BVG reform vote will continue to keep us busy in 2024. My work for the PF remains an exciting and rewarding challenge. I look forward to all the interesting topics we will be working on 2024 and am curious to see how things develop.

I would like to thank my team once again for their support during my term of office. My thanks also go to the entire AVR Board for their terrific team work during 2023.

### **Nico Stohler, Basel Site Representative**

Dear Colleagues

It was a wonderful surprise for me to be elected AVR Site Representative in autumn 2022. I would like to thank you wholeheartedly for the trust you have placed in me. It's an honour for me to perform this role and to represent the interests of our employees.

I've had many interesting conversations since becoming site representative, and have observed that communication between supervisors and employees is often at the heart of conflicts. It's important that both sides communicate openly and honestly if they are to avoid misunderstanding and discontent.

There are of course various circumstances that can make it difficult to communicate openly and often, but I still urge all of us to have the courage to keep in dialogue with one another. This is the only way can we find solutions and resolve conflicts together.

The goal of “finding solutions together” also plays a major role in transformations. I had the privilege of supporting employees in the process of a major transformation – a challenging but also very rewarding experience. Together, we found ways to deal with the changes and protect the interests of employees as effectively as possible.

A new development for me was my appointment as Alternate on the Board of Trustees of the Roche Pension Fund. This is another context in which we, as employee representatives, work together with representatives of management in a very friendly and constructive setting.

In my role as site representative, I'm always happy to be at your disposal to listen to your concerns and find solutions together with you. I'm grateful for the opportunity to support your interests, and look forward to continuing to work with all of you.

Kind regards, Nico Stohler

## **Michael Tilly, Kaiseraugst Site Representative**

All of my fellow Board members undoubtedly have the same impression: we all feel that the processes of transformation and change in society – and thus also within Roche – are becoming faster and more intense. We all have to find a way to deal with this and adapt.

Of course, the focus remains on HR consulting. Fortunately, it's still possible to meet "in person" on site, whether for coffee, for lunch or in spontaneous encounters. During the year, I was able to help some colleagues with their questions and concerns, whether with advice or through active participation in discussions with employees or line managers.

In addition, since the beginning of 2023 I've been working as one of the AVR representatives in the CIHE (Committee for Industrial Health Protection and Environmental Protection). This is a fascinating role that encompasses all new buildings, building alterations, regulations and procedures at the Basel and Kaiseraugst sites.

Another important point was the implementation of longer opening times and the introduction of an after-work event (every Thursday from 4 to 7pm) at the Culinaria Store in Kaiseraugst. I'd like to thank those responsible at Taverro AG for their support in arranging this and especially the employees at the site for their active involvement... ;-)

Finally, I'd like to express my sincere thanks to my colleagues on the Board. Following all the changes after the last election, we have evolved into a great team – one in which we all support each other and share our knowledge and experience. This gives me the confidence that we will overcome the challenges that lie ahead in the coming year. Thank you for that!

## **Alf Willmann, Basel Site Representative**

Hello there,

Unfortunately, the number of HR cases hasn't gone down. Providing advice and support in the meetings (with VG and P&C) takes up a lot of my time as an AVR representative, but it's always rewarding for me to be able to help, and to see my colleagues leave the meeting calmer than they were when they went in (it's never easy).

Our regular AVR meetings are now back on site (in a hybrid form). So are the CIHE (Committee for Industrial Health Protection and Environmental Protection) meetings. Projects at Roche are presented in three meetings a year, and we in the AVR and WC have an opportunity to express our opinions/comments/requirements. An AVR representative from this commission also participates in machine inspections and official inspections (e.g. pRED Center). As Head of Department, I coordinate and take part in these activities.

My participation in the AVR off-site meeting in May was (is) an important aspect that allows me to continue my professional development, listen to opinions, take part in discussions, cultivate relationships with P&C and look to the future.

Visiting colleagues who are celebrating service anniversaries is always a worthwhile experience. Having got a few years under my belt myself, I'm always happy to talk about how things used to be, and how they might develop in the future. I always look forward to these encounters.

I stepped down from the PF-SPS (due to the new build project), and my replacement has already completed their induction.

### **Jenny Worgull, Basel Site Representative**

When I was elected site representative in November 2022, I didn't really know what to expect. But looking back I can say that my expectations were certainly met in 2023: I gained new insights into the Roche world, and was able to broaden both my network and my horizon. At certain points, however, I was surprised, if not overwhelmed, by how dynamic the world of work is (has become). Back when I applied, I wasn't aware of how hugely important the AVR is for Roche and its employees. It makes me all the more proud to be able to help shape this important role, and I would like to thank all my Roche colleagues who elected me. My learning curve remains steep even after one year, which is why I would also like to thank my fellow AVR members for their great support. I really enjoy being part of such a diverse team of people who all bring such commitment and dedication to their work on behalf of the company's employees. The year ahead looks set to be no calmer, and the AVR is likely to be extremely busy with personal consultations and its involvement in transformations, among other things. Personally, I hope I can provide even more support in this context. I'm also looking forward to the many enjoyable encounters, however, such as at the AVR off-site meeting, the AVR party and the congratulations for service anniversaries. In summary, 2023 was just the beginning of my new role – I still have a lot to learn.

### **Nicole Zimmermann Rihs, Kaiseraugst Site Representative**

It's hard to believe it's already been over a year since I was elected site representative for Kaiseraugst. It was an exciting and instructive year, one that gave me an insight into the work of the AVR.

I was able to follow the first counselling sessions in "tandem" with our experienced team members, before conducting my first sessions independently. As a P&C employee I'm of course already familiar with many of the topics addressed. Providing reliable support and advice to employees is always extremely important to me in both of my roles. I love working with people, and my work as an AVR site representative really allows me to focus on this aspect.

The AVR off-site meeting in May was hugely beneficial, as we had plenty of time to discuss topics in depth, and I had lots of opportunities for personal conversations and getting to know everyone better.

The LCP (Leadership Circle Profile) we were able to attend this year was very exciting for me personally, and it also gave me the chance to get to know our team better.

I would also like to take this opportunity to thank the entire Board and my colleagues for their great support and the excellent team work.