

**Minutes of the 72nd Annual General Meeting  
of the Roche Employees' Association (without an audience)  
at 8.30 a.m. on 17 March 2022 in Building 1, Meeting Room 2.OG-N273**

**Present:** Adnan Tanglay, Gernot Scharf, Justine Frank, Robert Gray, Andreas Winkler, Susanne Löffler, Dr Lars Tröndlin (independent teller), Susanne Pommerening, Nicole Drexler

**Present via  
GoogleMeet:** Reto Buholzer, Beat Handschin, Dr. Ralf Geertsen, Beat Hess, Dr. Volker Herdtweck, Marie-Reine Herr, Sandra Leoni, Frank Schwarb, Alf Willmann, Oliver Strobel, Michael Tilly, Michael Hahn, Adrian Schaeublin, Luca Michel

**Chair:** Adnan Tanglay, President

**Minutes:** Nicole Drexler (minutes from audio recording)

The president, Mr Adnan Tanglay, welcomed Mr Reto Buholzer (President of AVR Rotkreuz) and those present, as well as the site representatives taking part virtually, to this special Annual General Meeting and thanked them for their participation and interest. He expressed his regret that the meeting had to be held without an audience for the third year in succession and hopes that the next AGM can once again be held in the auditorium of Building 1. Again, the votes cast on the resolutions were obtained from the active members electronically via Google Form, while pensioners were able to submit their votes in writing by post. The AVR was so pleased with the total turnout of 17%, a very good result, that a hybrid format will be retained in future. As such, active members can continue to cast their votes electronically and pensioners should have the option to submit their votes by post. The 470 voting slips from pensioners, of which 45 were invalid, were recorded by the two AVR assistants, Ms Susanne Pommerening and Ms Nicole Drexler, and double-checked by Dr Lars Tröndlin (independent proxy) in the run-up to the Annual General Meeting. The president noted that membership had declined slightly for the first time in 21 years. According to the figures as of February 2022, the total number of members is 8,550, which represents a decrease of 85 members compared to the previous year. Before the president announced the election results, he handed over to Andreas Winkler (Treasurer) for a brief report on the 2021 operating statement and the balance sheet. Mr Winkler gladly gave a brief report on the operating statement from the past year. The highlight of the year was the association's 70th anniversary, which was duly celebrated and rounded off with an excellent AVR offsite meeting (this also accounted for a large proportion of the costs). Furthermore, a very large number of transformations kept the AVR busy and also generated costs. These are reflected in the administrative costs, e.g. the high communication expenses. Another major issue that kept the Treasurer busy was the restructuring of the securities portfolio. The Committee has decided to liquidate the foreign shares and invest in two Swiss equity funds. It was also decided, due to the negative interest rates applied from CHF 100,000, to transfer the money from the postal account to UBS, where the two funds could be bought. The securities gain of CHF 3,100 resulted from the sale of the foreign shares. The company contribution of CHF 75,000 remained unchanged: it comprises a direct company donation of CHF 60,000

plus CHF 15,000 for Bike to Work, which could not be used in the most recent years owing to the pandemic. For the first time, the AVR closed the year with assets of over one million francs (CHF 1,036,000) and posted a profit of just under CHF 100,000. Mr Andreas Winkler thanked the President, Mr Adnan Tanglay and Vice President Mr Gernot Scharf for the trusting relationship which he has thoroughly enjoyed, and he hopes that it will continue like this under the successors.

Following the President's explanations of the voting and election procedures, the results were announced as follows, the corresponding information having been published on the AVR website prior to the Meeting:

**Item 1:**

**Minutes of the 71st AGM on 15 April 2021**

The minutes were approved, with 1,348 voting Yes, 4 voting No and 52 abstentions, and thanks were expressed.

**Item 2:**

**President's Annual Report**

The President's Annual Report was approved, with 1,350 voting Yes, 4 voting No and 52 abstentions, and thanks were expressed.

**Item 3:**

The Activity Report of the Committee was made available to members on the website and does not require approval.

**Item 4:**

The Advisory Board Report was made available to members on the website and does not require approval. The President expresses sincere thanks to Ms Alice Unglaub, Ms Lara Ledermann and Mr Felix Gruber for their support.

**Item 5.1:**

**Treasurer's and Auditors' Report**

The Treasurer's and Auditors' Reports were approved, with 1,338 voting Yes, 3 voting No and 70 abstentions, and thanks were expressed. The Committee ratified the actions and the President thanked Mr Uwe Kieselbach, Dr Lars Tröndlin and Mr Stefan Dauer for their faithful cooperation.

**Item 5.2:**

**Setting the membership fee for 2022**

The annual membership fee was set at CHF 20 for a further year, with 972 voting Yes, 5 voting No and 11 abstentions.

**Item 6:**  
**Elections**

Future President Mr Robert Gray was newly elected, with 1,278 voting Yes, 18 voting No and 73 abstentions.

Future Vice President, Ms Justine Frank, was newly elected, with 1,298 voting Yes, 16 voting No and 60 abstentions.

The Treasurer, Mr Andreas Winkler, was re-elected, with 1,332 voting Yes, 7 voting No and 35 abstentions.

Associate Member Ms Susanne Löffler was re-elected, with 1,306 voting Yes, 13 voting No and 53 abstentions.

Associate Member Mr Rudolf Vorburger was re-elected, with 1,319 voting Yes, 8 voting No and 45 abstentions.

Associate Member Mr Michael Tilly was re-elected, with 1,324 voting Yes, 3 voting No and 46 abstentions.

As a result, all proposed candidates were elected and confirmed for a further period of office.

**Item 7:**  
**Amendment to the Articles of Incorporation**

The amendment to the Articles of Incorporation was approved, with 1,240 voting Yes, 21 voting No and 114 abstentions.

**Item 8:** No agenda items were submitted by the deadline of 21 February 2022. The President thanked all members for their trust.

Newly elected President Robert Gray thanked Adnan Tanglay and Gernot Scharf for their exceptional work over the years. He said he would have liked the Annual General Meeting to have been held in the Building 1 auditorium as a fitting farewell celebration, but felt that the next AVR offsite meeting in Buonas would make up for this. Reto Buholzer, President of the AVR in Rotkreuz, also congratulated the newly appointed members – also on behalf of the whole Committee at Rotkreuz – and said he was looking forward to future cooperation. He wished everyone much success, joy and satisfaction in their demanding job. A huge thank-you for the intensive collaboration, which is not to be taken for granted, went to Adnan Tanglay and Gernot Scharf. As previously mentioned by Robert Gray, the farewell will be celebrated properly at the AVR offsite meeting in Buonas.

Lastly, Adnan Tanglay expressed his special thanks to the assistants, Susanne Pommerening and Nicole Drexler, for their active and continuous support and mentioned that a bouquet would be awaiting each of them in the office. Thanks were also given to Andreas Winkler and Gernot Scharf for their help in preparing the presentation for the Annual General Meeting, while a big thank-you went to Dr Lars Tröndlin for his support as a teller. In conclusion, Adnan Tanglay and Gernot Scharf wished all newly elected and re-elected members every success in the future. Both confirmed that they would offer their full support during the transition and continue to assume certain tasks, such as the Pension Fund, the Roche Europe

Forum and the Coordination Committee, for another year. If all goes well, responsibility for the Roche Europe Forum would then be transferred to the new President, Mr Robert Gray.

The President mentioned that the 73rd Annual General Meeting was scheduled to take place on 16 March 2023 in the auditorium of Building 1, with a subsequent drinks reception.

The Annual General Meeting ended at 9.15 a.m.



Adnan Tanglay  
President AVR



Nicole Drexler  
AVR Assistant, Minutes Secretary