

**Minutes of the 73rd Annual General Meeting
of the Roche Employees' Association (AVR, Angestelltenverband Roche)
held on 17 April 2023, 11:00 a.m. in Building 1, Auditorium**

- Present:** Invited AVR members (both active and retired). AVR Committee members: Robert Gray, Justine Frank, Andreas Winkler, Rudolf Vorburger, Susanne Pommerening, Nicole Drexler, Oliver Strobel, Jenny Worgull, Loredana Dattilo, Michael Hahn, Michael Hofmann, Nico Stohler, Nicole Zimmermann Rihs, Sandra Leoni, Stefan Fritschi, Frank Schwarb, Alf Willmann, Marie-Reine Herr, Roland Fumagalli (retiree representative), Bruno Weissen, Country Catalyst, honorary members Fred Gysin, Roland Frank, Beat Hess and Hans Sucker. Guest speaker: Teresa Graham, CEO of Roche Pharmaceuticals
- Chair:** Robert Gray, President
- Minutes:** Susanne Pommerening (minutes from audio recording)

The President, Mr. Robert Gray, welcomes those present and expresses his pleasure that, after three years, this General Meeting can now be held in person again. He reports that during the past three years, voting for active members took place via Google forms, while retired members were able to vote by post. This form of voting has led to a higher turnout, which the AVR would like to maintain. It was therefore decided to hold the General Meeting with a hybrid format. The active members were able to vote in advance using Google forms. As there were no agenda items concerning the retirees, they were not asked to vote this time. The results will now be announced in person. The President notes that the invitations (to the active members by email, to the retired members by post) were sent in due time and thus this General Meeting was convened in due time and form.

As no questions are asked, the President moves on to the agenda. The results of today's General Meeting can be viewed on the [AVR homepage](#).

**Item 1:
Minutes of the 72nd Annual General Meeting of 17 March 2022**

No questions are asked, the President explains that the minutes were adopted with 95% of the vote, and he thanks the members.

**Item 2:
Annual Report of the President**

The President explains that the annual report was adopted with 95.1% and expresses gratitude for the trust placed in him. He adds that the Employees' Association is involved in many discussions with management, various task forces, etc., but this is not always communicated to the outside. He is grateful for the good cooperation with management and mutual trust and is pleased that the new Committee has settled very well in their new roles. He emphasises the enormous commitment of the current whole Committee, without whose support this work would not be possible, and expresses his gratitude to the Committee members.

Item 3:

Advisory Board Report

The Advisory Board Report was made available to the members on the website and does not need to be voted on, Robert Gray continues. No questions are asked.

Item 4:

Treasurer's and Auditors' Reports

The President asks Mr Andreas Winkler, the treasurer of the AVR, to report on the operating accounts and the balance sheet. Mr Winkler also welcomes the attendees and is delighted that after three years of virtual General Meetings they can now take place again - in a new form - in person. He reports on the change in the Presidency, which has marked the past year decisively, and on the resumption of events. For example, the party for the 70th anniversary of the AVR could finally be held in June 2022, accounting for a large part of last year's costs. The number of members is almost the same as in the previous year, at 6491. As at 31 December 2022, the balance sheet showed total assets of CHF 1,082,456, with a result of CHF 45,873. This positive result is a good starting point for the coming year, the treasurer continues. In closing, he thanks the company's representatives, Mr Jürg Erismann and Mr Bruno Weissen, for their continued and reliable cooperation. For years now, this always solution-oriented and trust-based cooperation, including in financial matters, is what has made it possible for the Committee to work efficiently.

The treasurer's and auditors' reports were both accepted with 94.1% approval and the discharge was issued. The President expresses his gratitude for the summary and for the treasurer's work.

Item 5:

Setting the membership fee for 2023

The President reports that the Committee has recommended that the annual membership fee remain at CHF 20.00 for active members and that the contribution exemption for retired members be maintained. This was accepted with 98.7%, no questions are asked.

Item 6:

Elections:

- Advisory Councils

- Auditors

The President summarises that all advisory board members and auditors have put themselves forward for re-election. Of the advisory board members, Mr Felix Gruber was re-elected with 96.2%, Ms Lara Ledermann with 96.4%, and Ms Alice Unglaub with 96.2%. He congratulates the advisory board members on their re-election and expresses his gratitude for the work they have done in the AVR. Of the auditors, Mr Stefan Durst was re-elected with 97.5%, Mr Uwe Kieselbach with 97.6%, and Dr Lars Tröndlin with 97%. The President also congratulates the auditors and thanks them for the AVR work they have done.

Item 7:

Agenda items submitted in due time

The President states that no agenda items were submitted to the AVR office by the deadline.

Item 8:

Elections: honorary memberships

The President recalls the change in the Presidency in March 2022, when he and Justine Frank took over the AVR Presidency from Gernot Scharf and Adnan Tanglay. He explains that the work and the time that the two have invested in the AVR is spectacular. Therefore, it was discussed in the Committee and unanimously decided to propose Adnan Tanglay and Gernot Scharf as honorary members of the AVR at this General Meeting; unfortunately, Adnan Tanglay could not attend the meeting for health reasons. At the various goodbyes that have taken place for Adnan Tanglay, the President has witnessed how engaged Adnan Tanglay was everywhere on behalf of the AVR and how much respect he has earned here. He therefore expresses his delight that Adnan Tanglay was elected an honorary member with 91.1% of the votes in favour. He now addresses Gernot Scharf, present, who has also invested countless hours for the AVR and has always sought pragmatic and fair solutions for the company and its employees; furthermore, Gernot Scharf has played a key role in ensuring that the AVR is seen as a competent negotiating partner. He expresses how pleased he is that the General Meeting also elected Gernot Scharf as an honorary member with 90.7% of the votes in favour. He congratulates him warmly and invites him to the stage, where he presents him with a small thank-you gift. Gernot Scharf thanks the President, the AVR office and the AVR whole Committee and explains that the work is always a team approach. He says he now watches from afar and sees how the new Presidency is already active and involved in all that is going on. However, he also wishes to thank the members who support the AVR through their membership.

Item 9:

Any other business

The President thanks the two assistants from the AVR office, Nicole Drexler and Susanne Pommerening, who were not elected, but are instead permanently employed by the AVR. They had been involved in all the issues involved in the transfer and had provided great support to the new Presidency. He says they were actually the two key figures who had provided continuity and stability, and he is glad that they are part of the team.

There are no further questions or comments from the General Meeting and the President hereby closes the official part of the meeting.

This is followed by a panel discussion with Teresa Graham, CEO Roche Pharmaceuticals, before lunch is served in the foyer.

The 74th Annual General Meeting is scheduled for 29 April 2024, in the auditorium of Building 1, followed by a standing lunch.



Robert Gray
President AVR



Susanne Pommerening
AVR office, Minute-taker