

**Minutes of the 74th Annual General Meeting
of the Roche Employees' Association (AVR, Angestelltenverband Roche)
held at 11.00am on 29 April 2024 in Building 1, Auditorium**

Present: Invited AVR members (both active and retired). AVR Board members: Robert Gray, Justine Muya, Andreas Winkler, Rudolf Vorburger, Susanne Löffler, 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), Reto Buholzer (President of the AVR Rotkreuz)
Bruno Weissen, Country Catalyst, Honorary members Adnan Tanglay, Gernot Scharf, Fred Gysin, Roland Frank, Beat Hess and Hans Sucker.
Guest speaker: Roche CEO Dr Thomas Schinecker

Chair: Robert Gray, President

Minutes: Nicole Drexler (minutes from audio recording)

President Robert Gray welcomes those present and expresses his pleasure that so many members have come to attend the General Meeting in person. He notes that the invitation was sent electronically on 18 March 2024 to all active and retired members for whom e-mail addresses were available. The other retired members received the invitation at the same time by post, and the General Meeting was thus convened in good time. As in the previous year, active members were able to vote in advance using a Google form, thereby ensuring a higher voting turnout – in this case 910 participants. As there were no agenda items concerning retired members, they were not asked to vote. The results are now announced.

No questions are asked, and 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 73rd AGM of 17 April 2023

Before announcing the result, the President thanks Susanne Pommerening and Nicole Drexler from the AVR office for taking the minutes.

No questions are asked, and the President declares that the minutes were approved with 94.4% of votes.

Item 2:

President's annual report

The President states that the annual report was approved with 94.6% of votes, and expresses his thanks for the trust placed in him.

He also specifically thanks all Board members, whose support was vital to his work during the previous extremely intense year. He adds that he cannot recall the AVR having been involved in so many different issues in recent years. A total of 45 consultations of varying scopes and 230 individual staff consultations

were held, and the President believes that the 2% achieved in the salary negotiations was very fair. Attractive discounts were negotiated for active and retired members. And again in 2024, numerous projects are already under way with a clear focus on the culture at Roche, with the issues being how employees are treated and the healthiness of the working environment in Basel. There will definitely be plenty of work to do in this context, the President adds.

Item 3:

Advisory Board report

The Advisory Board's report has been made available to members on the homepage and does not require a vote, continues the President. No questions are asked.

The President would like to thank Alice Unglaub, Lara Ledermann and Felix Gruber for making themselves available for this office.

Item 4:

Treasurer's and Auditors' reports

The President asks Andreas Winkler, the Treasurer of the AVR, to report on the operating accounts and the balance sheet. The Treasurer greets those present, and goes on to state that membership fees for active members have been one of the largest sources of income for some time. They amounted to a pleasing CHF 157,240, corresponding to an increase of over 21% on the previous year with unchanged membership fees. The largest and most important expenditure item is membership support at CHF 172,432, including the costs of the Swibeco platform, the annual party and long-service celebrations. Professional communication accounted for CHF 7,207, including costs for the newsletter and the homepage. At CHF 24,586, income from dividends was slightly higher than the previous year. The Roche bearer securities held by the AVR for many years now were the biggest contributors, and also represent the most sustainable financial investment. For the first time in a long time, a small amount of interest income of CHF 525 was generated. Commissions from our insurance partners and admission receipts from the AVR party are included under "Sales revenue". This amounted to a total of CHF 90,250. As of 31 December 2023, the balance sheet showed total assets of CHF 1,196,756. The profit was a pleasing CHF 114,260. This very positive result is a good starting point for the current year and also puts us in a good position to achieve future objectives from a financial perspective, including in particular updating the website to the latest technology with a new provider. In his closing remarks, he thanks the company's representatives, Jürg Erismann and Bruno Weissen, for their continued and reliable cooperation. For years now, he adds, it has been this consistently solution-oriented and trust-based cooperation, including in financial matters, that has made it possible for the Board to carry out its work in an efficient manner.

The Treasurer's and Auditors' reports were both approved with 92.9% of votes, and discharge was granted. The President expresses his gratitude for the summary, and for the Treasurer's work.

Item 5:

Setting the membership fee for 2024

The President reports that the Board 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% of votes, and no questions are asked

Item 6:

Elections:

- The Steering Committee

- The Associate Members of the Executive Board

The President states that all members of the Steering Committee and the Associate Members of the Executive Board had stood for re-election and were successfully elected as follows.

- Robert Gray with 96.8% of votes as President
- Justine Frank with 96.2% of votes as Vice President
- Andreas Winkler with 96.6% of votes as Treasurer
- Susanne Löffler with 95.2% of votes as Associate Member of the Executive Board
- Rudolf Vorburger with 96.1% of votes as Associate Member of the Executive Board

Robert Gray also notes that the vacant position as Associate Member of the Executive Board was able to be filled. Oliver Strobel agreed to stand for this position and was elected with 94.8% of votes.

The President congratulates the new member and all the re-elected members, wishing them all the best in their roles for the coming term. Robert Gray thanks the Board as a whole for their trust.

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:

Any other business

The President thanks the two assistants from the AVR office, Susanne Pommerening and Nicole Drexler, who were not elected, but are instead permanently employed for the AVR. They were involved in all matters during the handover and provided great support for the Steering Committee. He adds that they were in fact the two key figures who provided continuity and stability, and is glad that they are part of the team.

The President announces that Bruno Weissen, Head of P&C Switzerland, will retire at the end of April 2024 and would like to mention that he was responsible in his role for the relationship with the AVR within Roche. It is also clear that the tasks he performed were one of the key elements in the cooperation between the AVR and Roche. The AVR has always appreciated that Bruno Weissen had an open ear and always acted pragmatically and fairly towards the employee representatives – something that cannot be taken for granted everywhere. As mentioned at the beginning, Robert Gray refers again to the culture at Roche, which is currently the focus of attention. The AVR is currently observing an evolution and for this reason it wishes to ensure that the company is on the right track – an aspect that is also important to Bruno Weissen, as was made clear in his farewell e-mail to the AVR. The President also notes that while Clemens Schmid will be a worthy successor for the AVR, which is very good news, Bruno Weissen's departure will nevertheless leave a big void.

Robert Gray expresses his gratitude to Bruno Weissen and presents him with a farewell gift.

Bruno Weissen thanks him and confirms that he has greatly appreciated the cooperation with the AVR over the years, praising the fact that the work is performed personally and on a voluntary basis. He wishes the AVR continued success with the support of all those involved.

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

This is followed by a panel discussion with Roche CEO Thomas Schinecker before lunch is served in the foyer.

The 75th Annual General Meeting is scheduled for 6 May 2025 in the auditorium of Building 1, followed by a buffet lunch.



Robert Gray
AVR President



Nicole Drexler
AVR Office, Secretary