

**Minutes of the 75th Ordinary General Meeting
of the Roche Employees' Association
held on 6 May 2025 at 11:00 a.m. in Building 1, Auditorium**

Present: Invited AVR members (active and retired). AVR board members: Robert Gray, Justine Muya, Andreas Winkler, Oliver Strobel, Rudolf Vorburger, Susanne Löffler, Nicole Drexler, Susanne Pommerening, Alf Willmann, Ela Kiss, Frank Schwarb, Jenny Worgull, Loredana Dattilo, Michael Hahn, Michael Hofmann, Michael Tilly, Mimoza Achermann, Melinda Liederer, Nico Stohler, Sandra Leoni, Manfred Mülchi, Ralf Geertsen, Roland Fumagalli (retired representative), Reto Buholzer (President of AVR Rotkreuz)
Honorary members Gernot Scharf, Roland Frank, Beat Hess and Hans Sucker
Guest speaker: Dr Thomas Schinecker, CEO of Roche

Chair: Robert Gray, President

Minutes: Susanne Pommerening (minutes from audio recording)

At the start of the General Meeting, the film commissioned by the AVR to mark its 75th anniversary is shown. The President, Robert Gray, welcomed those present and expressed his delight at the large number of members and guests who had accepted the invitation to the 75th Annual General Meeting. He expressed his particular thanks to Norah Duarte, a third-year media technician trainee, who unfortunately was unable to attend the General Meeting due to school commitments, for the wonderful film. As in previous years, active members were able to vote in advance using a Google form. The results are now announced on site.

Robert reports that the invitation was sent electronically on 27 March 2025 to active and retired members, provided their email addresses were known. The other retired members received their invitations by post at the same time. The General Meeting was therefore convened in good time.

As there are no questions, the President moves on to the agenda. The results of today's General Meeting can be viewed on the AVR website.

Agenda item 1:

Minutes of the 74th Ordinary General Meeting on 29 April 2024

Before announcing the results, the President expressed his sincere thanks to Susanne Pommerening and Nicole Drexler from the office for taking the minutes. The minutes were approved and accepted with 95.1% approval. No questions were asked.

Agenda item 2:

President's annual report

The President declares that the annual report has been approved with 94.6% of the vote and expresses his gratitude for the trust placed in him and the approval of the report. As there are no questions regarding the report, he provides an overview of the tasks ahead.

The AVR has submitted a request to the management to increase the minimum number of holiday days from 23 to 25. As negotiations are still ongoing, he is unable to make a definitive statement on this, but is confident that a good solution for the employees will be found.

There were a few queries to the AVR regarding the new social plan. The same plan has been extended repeatedly for many years, but now, after approximately six months of negotiations, it has been redrafted and includes a number of changes. At first glance, there appear to be reductions, but on closer inspection it becomes clear that the conditions will bring advantages for more employees when the plan is implemented. He is convinced that this plan is better than the previous ones. He expresses his gratitude for the good and transparent cooperation with the management, which made this agreement possible.

There have been many transformations again this year; since the beginning of the year, the AVR has already accompanied 20 larger and smaller consultations. The President is pleased that the culture of transformation has fortunately improved again after the AVR sought a corresponding discussion. He adds that over 100 employees have been helped in counselling sessions.

Special thanks also go to the members of the Executive Board for their tireless efforts, without whose support this work would not have been possible.

Agenda item 3:

Report of the Advisory Board

The report of the Advisory Board was made available to members on the website in advance and does not require a vote, Robert Gray continues. No questions are asked. If necessary, the report was also sent home, he adds.

Agenda item 4:

Treasurer's and auditor's report

The president asks Andreas Winkler, the AVR treasurer, to report on the operating statement and balance sheet. The treasurer welcomes those present and reports on his visit to the historical archive at the beginning of the year, where he found, among other things, account statements from the early years of the AVR. The AVR has had the same postal cheque account for 75 years, which showed a balance of CHF 312,165 on 31 December 2024. Membership fees remain the largest source of income. Although the method of payment has changed and the fee has risen from CHF 5 75 years ago to CHF 20, the account into which it is paid is still the same. The balance sheet shows total assets of CHF 1,328,824 as at 31 December 2024, with a profit of CHF 72,067, the treasurer continues, moving on to the operating statement. The largest source of income this year is once again the membership fees paid by active members, which rose to CHF 173,700 this year, corresponding to an active membership of 8,685. He is delighted with the continued growth in membership numbers, which reflects the successful work of the association. Retired members and apprentices are still exempt from paying membership fees.

Expenditure rose by CHF 43,838 last year to a total of CHF 282,179. The redesign of the website and its conversion to the latest technology drove up costs in particular, and the costs for the Swibeco discount platform are also included, which are recorded under member support. The processing fee for the Swibeco platform for retired members was maintained. The treasurer would like to thank both employees at the office, who handled this additional work brilliantly. CHF 60,000 was set aside for the expected additional expenses in the association's anniversary year.

Finally, he thanked the company representatives, Mr Jürg Erismann and Mr Clemens Schmid, for their trusting and reliable cooperation, which enables the board to work efficiently thanks to their financial support. The treasurer emphasised that the association always takes care to use its financial resources responsibly and efficiently.

The positive overall result of CHF 72,067 represents a good starting point for successfully tackling the tasks of the coming year.

The cashier's and auditor's reports were both approved with 94.4% approval and discharge was granted. The president thanks the treasurer for his summary and work.

Agenda item 5:

Setting the membership fee for 2026

The president explained that the membership fee had not changed for many years. As the association was in a good financial position, the annual membership fee for active members should remain at CHF 20.00, which was approved with 98.9% of the votes. The exemption from membership fees for retired members and apprentices should be maintained. No questions were asked.

Agenda item 6:

Elections:

- Advisory boards

The president is grateful that Felix Gruber, Lara Ledermann and Alice Unglaub have stood for re-election and will thus continue to be available to the association. Here too, the result is positive, says the president, who thanks the re-elected advisory board members.

- Auditors

There have been three auditors to date, but Stefan Dauer has decided not to stand for re-election this year, according to Robert Gray. He thanked him for his support in the past and wished him all the best. He also explained that two auditors were in accordance with the statutes, so the search for a third auditor was dispensed with, as Uwe Kieselbach and Dr Lars Tröndlin stood for re-election. Here, too, the result was positive, and he also thanked them for their work and their willingness to continue supporting the AVR.

- Extraordinary election for an advisory member of the Executive Board

Nico Stohler was newly elected as a member to the Executive Board. Nico has been supporting the Executive Board on strategic issues for some time, is involved in many transformations and supports the treasurer, explains the President. He is very grateful for this and is delighted with the positive result of 94.5%.

Agenda item 7:

Motions submitted by the deadline

The president explains that no motions were submitted to the office by the deadline.

Agenda item 8:

Miscellaneous

Robert Gray gives the floor to Reto Buholzer, who co-founded the AVR Rotkreuz and has been its president for some time. Reto Buholzer explains that the AVR Rotkreuz, then still known as the Rotkreuz section, was founded almost exactly 25 years ago with the strong support of the AVR Basel, under the leadership of Marie-Louise Mittelholzer. The 25 years have been marked by good cooperation and lively exchange. The highlight is certainly the annual offsite meeting, and the many board meetings, most of which he has attended, are also part of this. He warmly congratulates AVR Basel on its 75th anniversary and pays tribute to the hard work it has done for the company and its employees over the past 75 years.

As there are no further questions from the General Meeting, President Robert Gray closes the official part of the meeting and welcomes Thomas Schinecker, CEO of Roche, to the stage for a panel discussion. Following the discussion, lunch will be served in the foyer for all participants.



Robert Gray
President AVR



Susanne Pommerening
AVR Office, minute taker