



nav novartis angestellten verband
novartis employees association

2022

For
Competence &
Commitment:
vote NAV



ELECTION NEWS

Strengthen your voice, your rights and your benefits – by voting for NAV candidates

Your voice influences your future working conditions and is your opportunity to help shape what the company will look like going forward. The NAV candidates are of the opinion that reorganizations should not be carried out on the shoulders of employees. Reorganizations involving job losses must be the last option. And if they are unavoidable, they must respect the social plan in place. It is important that we make it clear with one voice: “Choice with Responsibility” must not endanger our job security! “Responsibility” towards work and colleagues must come before “Choice”! Only together can we preserve Switzerland as an attractive place to work for qualified professionals.

Your rights are safeguarded by the NAV candidates.

You have the right to qualified assistance and intervention in asserting your rights (ombuds role function). You have the right to remuneration systems and performance appraisals that are transparent and fair. The valuable social and ethical standards must be applied to both our patients and our employees. This requires co-determination for regulations, such as operational safety. We are committed to this.

Your benefits The NAV candidates act independently and are not subject to any union obligations. The current NAV candidates undertake continuous further training and in the process have built up a team of experienced employee representatives. The incoming candidates will bring a high level of commitment and enthusiasm to their new roles. In negotiations, we will develop compelling proposed solutions and convince the company of their benefits.

Vote for NAV candidates – so your voice and your rights are properly represented. Turn competence, safety and fairness to your advantage.

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THE NAV – YOUR EMPLOYEES ASSOCIATION



Finding candidates who are willing to put the needs of other employees ahead of themselves and advocate for their concerns is not something that should be taken for granted. So reward their courage with your vote and elect NAV candidates. But that is not all!

The NAV proposes a group of experienced employee representatives as well as new candidates who are motivated and committed to working for you and the issues that matter to you.

We encourage you to learn more about their motives for running by speaking to them in person or, if that is not possible, by reading their slogans in this election newsletter.

Furthermore we would like to use this edition to take a look at what we have achieved so far and highlight the priorities we will be focusing on over the next four years.

As co-presidents, it is both our goal and our responsibility to set up a competent team that implements and puts into practice the principles we stand for in employee representation.

The NAV is a hands-on and solution-oriented social partner. The association advocates for employees on the Board of Trustees of the pension funds PK1 & PK2 as well as on the internal Employee Representative Council.

The NAV candidates are competent, responsible and stand up for your interests. Take advantage of the opportunity to cast your vote to make a decisive contribution to good working conditions.

Andrea Fedriga-Haegeli

Davide Lauditi

Co-Chairs NAV

The Novartis Employees Association has advocated for the interests of all employees at the company for 25 years. The NAV will continue to take that stand for you with the new candidates who are running. These are our priorities for the upcoming period of office:

- ✓ Organizational ombuds role
- ✓ Remuneration systems and performance appraisals
- ✓ Consultation processes
- ✓ Reorganizations without layoffs
- ✓ Restructurings
- ✓ Choice with Responsibility
- ✓ Preserving the business location
- ✓ Helping to shape regulations

Ombuds role function – qualified assistance and intervention with asserting rights

Unfair or inaccurate performance appraisals are the most common cause of complaint among employees. Appraisals must be comprehensible and transparent and must not cause a feeling of helplessness or discontent. Managers must be familiar with the processes and social skills must be trained.

With that in mind, the NAV requests that managers undergo regular training in social skills to ensure accurate and objective appraisals.

Remuneration systems as well as performance appraisals and salary progression must be transparent, fair and comprehensible

The NAV views salary and thus also salary increases as an important part of appreciation. The bonus should not be the only means for employees to participate in the success of Novartis. The bonus should reflect the performance provided.

Do Novartis employees receive adequate recompense for the work they do? Who reviews these developments? Progress and change are part of everyday life. Old ways are not always better – but the same goes for new ones! For this reason, we continuously monitor and observe developments. We'll support and help shape changes that benefit employees. But we will resolutely oppose any deterioration in working conditions.

Consultation processes – developing compelling proposed solutions and convincing the company of their benefits

We believe that restructuring should not be carried out on the backs of employees. We are committed to job security through further training that gives employees the skills they need – something that should be provided not just in the event of restructuring.

Reorganizations without job losses – if these are unavoidable, only while safeguarding the social plan in place

With competent employee representatives and the right tools, the NAV can make sure that changes benefit employees as well.

Restructurings – if these are unavoidable, only while safeguarding the social plan in place

The NAV is committed to securing jobs through qualifying and continuous further training, and not just in crisis situations. Early retirement should be affordable. The valuable social plan clearly shaped by NAV representatives must be preserved.

Choice with Responsibility must not endanger our place of work or job security

The focus of “Choice with Responsibility” must be on the work. We all bear responsibility towards our colleagues. The work we cannot do should not be left to others.

Preserving Switzerland as an attractive business location where highly qualified workers want to work

We are committed to ensuring that Switzerland as a business location remains an attractive place to work.

Helping to shape regulations on operational safety for health and environmental protection

The law assigns ultimate responsibility for operational safety and health and environmental protection to company management. The Swiss act on co-determination (Mitwirkungsgesetz, MWG) and legislation on accident prevention stipulate that employees have a say in how things are done. With the NAV candidates, you are choosing competent and committed employees who represent your interests. Your security is at stake. **So: Empower yourself, exercise your right to vote, elect the NAV.**

What we have been able to achieve over the past four years thanks to your vote and your trust:

- ✓ Consultation according to Art. 335f of the Swiss Code of Obligations
- ✓ Successful salary agreements
- ✓ Support and intervention function
- ✓ Current social plan
- ✓ Many other improvements

Consultation according to Art. 335f of the Swiss Code of Obligations

Thanks to our hard work, hundreds of layoffs were avoided and many new jobs were filled by affected employees.

The NAV was a strong leader in all consultation processes. Through intensive and successful consultation negotiations, we managed to get the original number of job cuts significantly reduced or even halved in some departments. Many of those affected received a new job internally – thanks to our consultation proposals for optimizing the NCC (Novartis Career Center) and implementing the job broker function.

Successful salary agreements

We achieved four successful salary agreements with a base amount. To ensure that as many people as possible get a pay raise, the minimum increase has always been an important part of negotiations for us in every pay round. Thanks to the successful salary negotiations, a general salary increase was always secured for over 96% of employees.

Support and intervention function

Organizational ombuds role: We are your internal lawyers! The elected NAV employee representatives support Novartis employees in asserting their rights and provide advice in the event of problems in the workplace. At the request of the employee, we can also take part in discussions with line managers and People & Organization. (Support and intervention function)

In the event of difficulties, we make recommendations or, by acting as mediators, can defuse critical situations. We treat every mandate with the utmost care and guaranteed anonymity. Through our work and the cooperation agreements with AXA-ARAG Rechtsschutz AG and the law firm Ertl & Tschudi Rechtsanwälte, we receive professional support in the area of employment law.



Social plan

Under the leadership of NAV representatives, the current valid social plan on the employee side was negotiated during this term of office. For thousands of colleagues who are affected by restructuring, the negotiated conditions are of existential importance. Important achievements include the newly created option of the fallback solution or the possibility of attaining early retirement with a temporary work assignment. Thanks to the consultation proposals we were able to implement, many employees were able to take early retirement voluntarily and on generous terms. In addition, our proposals enabled substitution retirements so that affected employees could keep their jobs.

Many other improvements

Some of the improvements that we were able to achieve and implement for the benefit of employees through our co-determination:

- Significantly improved training funding
- Financial top-up of the hardship fund
- Hundreds of reclassifications enabled in the GJFA Committee
- Participated in an advisory capacity in the project "Disability Equity Project"
- Supported the NCC with optimizing processes
- Annual agreement of vacation and public holiday regulations
- HSE site rules
- Good employment conditions for company transfers (e.g. Lonza)
- Transfer of operations at Syngenta (preservation of over 80 jobs)
- Co-determination for Evolve policies
- Co-determination for pay equity and transparency initiative – EPIC PLEDGE
- Co-determination for CwR
- Co-determination for grandfathering/legacy
- Co-determination for parental leave/time off
- Introduction of shift models

What was never officially communicated:

We do our utmost every day to ensure that the good, existing working conditions and benefits are maintained.



Chairman of the
Employee Representative
Council

Vice president of
Pension Funds Novartis

Co-Chair NAV

CTS

WSJ-200.3.16

to date

When the wind blows, it is up to you to hoist the sails and steer the ship in the right direction.

I am father to two daughters and have worked at Novartis since 1989. I have been an employee representative since 2007. Over the years I have been able to take on multiple responsibilities and roles.

It has always been important to me to focus on the needs of employees and to provide personal support in my role as an advisory board member and – if desired – in the intervention process.

Depending on the topic, the key areas where employee representatives have an impact are the right to information, co-determination, minority co-decision-making, parity-based decision-making and negotiation. It's essential for an employee representative to recognize which direction the wind is blowing from.

It requires experience to understand the interconnections between the above-mentioned rights of co-determination and achieve the targeted effect.

Thanks to the trust conferred by employees through my election to various offices, I have been able to gather the necessary experience.

This would not have been possible without your votes and your support. So I would like to take this opportunity to thank you for your trust and ask for your continued support for my colleagues and me by casting your vote. We want to continue to fight for your rights. Read

the NAV election newsletter and review the things we have achieved and the goals we have set for the coming term. Elect all NAV candidates, elect the NAV!

Thanks in advance for your vote.

Goal: *Let's talk about important topics that secure our jobs! Many issues are important and need to be addressed; not all help to produce innovative medicines.*

Let's sharpen our focus on more efficient processes and a high-performance infrastructure to support our successful collaboration.

Head Visitor Services

Co-Chair NAV

CTS

WSJ-157.1.22



to date

“Actions speak louder than words.”

Erich Kästner

Goal: *To make my experience as an internal employee representative available to you, dear colleagues, and to support and advocate for you with advice and action.*

I have been an elected employee representative since May 2014 and can look back on 8 extraordinary and informative years. Years that have enabled me to cement my basic understanding of the social partnership and expand the scope of my approach.

The area of responsibility of the Employee Representative Council is not only extremely broad; it has become even more complex and personal over the last few years. This is a challenge that calls for trust, perseverance, assertiveness and negotiating skills.

Since July 2002 I have been working as a line manager in the Visitor Services area, for which I have been responsible since 2009. It is a varied, exciting and enjoyable task in a changing environment within the company.

During these almost 20 years at Novartis, I have witnessed quite a few changes, both directly and indirectly. Our company has undergone various reorganizations since 2008.

In addition to this, the pandemic turned the entire world upside down within a very short space of time and is having a lasting effect on the way we work together. We cannot stop the global and digital world of work and its trends with our assistance for employees, but we can support them thanks to our function.

Together, backed by a lot of goodwill, outstanding commitment and a solid and strong social partnership, we can help shape the structures and framework conditions. This concrete and active collaboration is just one of the many aspects that has inspired me to take up this challenge once again.

Andrea FEDRIGA-HAEGGELI

ERC



Principal Scientist II

NIBR

WSJ-153.1.02

to date

“Reimagining”, yes – but basic principles such as responsibility towards employees must not be compromised.

My idea of what makes a good working environment is a sense of community and a place where people are connected by shared values, are valued themselves and can help shape the decisions that affect them.

Reimagining is a main goal of the company. I think it is important to redesign work processes and realign them to new challenges. But certain basic principles, such as the company’s responsibility towards its employees, must endure. And

I will continue to work to safeguard these principles as a persistent yet patient negotiating partner.

I will focus on the following topics:

- Unavoidable restructuring should be carried out without redundancies. The constant fear of losing their job makes people sick. My colleagues should be able to focus on their job. Those affected must be given clear preference when recruiting new staff.
- The current social plan, which allows people to take early retirement, for example, must be maintained beyond 2022.
- “Choice with Responsibility” must mean more than “your choice, your duty”. It cannot mean that the company is able simply to relinquish its responsibilities, for example when it comes to maintaining work-life balance and providing working materials and tools.
- The financial success of the company depends on the work we all perform and everyone should therefore receive a fair share. This means regular salary increases for all as well as a fair and transparent system for performance appraisals and bonuses. The GJFA band must correspond to the activity carried out.

Goal: *Jobs that are connected by shared values and employees who are valued – that’s what I will work for.*

Manager, Basel
Community Mgmt.

CTS

WSJ-157.2.17



to date

The key to success is not facts and figures; it is people. Only together and with the right balance can we achieve the desired goal.

I have served on the Employee Representative Council (ERC) for several years now. When the question arose in 2021 about who would run for the new term of office from May 2022, I was initially undecided as to whether I would run again. However, looking back over the past few years and the situation surrounding COVID-19, this gave me the drive to stand again. The pandemic has not only changed a lot in the working world and in everyday life – but also in me personally.

The work on the ERC is very diverse and requires negotiation skills, attention to detail and – last but not least – the ability to cope with change. My work, which has changed significantly due to the COVID-19 situation and internal team adjustments, has taught me how to deal and interact with a wide variety of “personalities” and “topics” within a very short space of time. This requires a great deal of sensitivity, intuition and openness. I think it is precisely these qualities that make me a great fit for the Employee Representative Council, which is why I am standing again so I can continue to make my contribution to its valuable work and maintain the strong network that has been built up. It is important to me that we employee representatives achieve a consensus with the company representatives by means of effective dialog and that we find bold new ways of achieving our common objectives. Because the key to success is not information; it is us as people.

Many thanks for your trust!

Goal: *To continue putting my curiosity, interest and experience acquired as an employee representative over recent years to good use – with a focus on targets and solutions.*

SUSANNE HÄNNLI

ERC



Senior Manager Share Registry

NI

WSJ-200.2.73

to date

5 minutes of your time in exchange for 4 years of mine.

Either if out of lack of knowledge or if out of defeatism, do not renounce to voting right.

Your right to elect employee representatives that will be engaged in your interests, will increase their workload or even take a burden and expose themselves, is required by law.

To represent your voice with courage, competence and integrity, is voluntary; driven by an intergenerational commitment to the company and the location, by a pronounced sense of justice and by results.

The bigger the voter turnout, the bigger the hearing. It is the weight class in which all the negotiations will take place at eye level, for the next 4 year-term. Those informed, know the results from the past. Those who are not informed, are

warmly invited to get in touch, listen around or you give directly 5 minutes of your time and your trust to this panel, in your interest.

Goal: *My unvaried engagement for the investment location Switzerland and its Novartis employees.*

Expert Science &
Technology

GDD

WSJ-153.4.08



to date

To be the voice of all of us!

As an internal employee representative, mother, housewife and Novartis employee, I understand the challenges faced by many colleagues. It is very important to me to get involved in issues that affect us all. With a high level of motivation and strong negotiation skills, I will advocate for all issues affecting employees so their voices are heard even louder.

Goal: *I want to continue to listen to my colleagues and, drawing on my experience as an employee representative, I want to do even more to ensure that our voices are heard!*

I am committed to a sustainable human resources policy. Communication is important when negotiating with our company representatives so that we can achieve sustainable solutions. I have served as an internal employee representative for four years. In the process, I have actively contributed my experience to various committees (GJFA and HSE) and thus complemented and strengthened the team as a whole.

With your vote I can continue to advocate for you!

Clarissa VAJNA



Engineering Expert

GDC

CTS

WKL-132.2.002

to date

“Politics is the art of the possible.” *Otto von Bismarck*

Realpolitik is not only an issue in our country, but also in our company. Thanks to my service-oriented mindset and social personality, I see myself in a position to narrow the gap between employees and the company. The focus needs to be firmly on people and their needs for stability and continuity. A well-negotiated consensus has always proven to be an effective means of achieving the desired goals. We as NAV candidates for the ERC want to uphold this tradition with our skills and unswerving commitment. Local values and traditions must be respected and represented to management. Digital change is placing new demands on the company and its employees. With my degree in business informatics, I think I can contribute a great deal of knowledge and experience to this growing specialist area.

Goal: *What I stand for: loyalty, enthusiasm, tradition, responsibility, fairness and competence for our shared success. In times of constant change, we need as much stability as possible. With my commitment and my skills, I will help to lead our company into the future in a way that's sustainable and fair.*

About me: born in 1972, proud foster father, karate trainer, association chair for KVbB, diving instructor, motorcyclist, examination expert, nerd ;-) ...

It would be an honor for me to continue to be able to prove myself worthy of your trust and represent your concerns so we can help shape the social and economic future of our company.

Global Governance
Lead
GDD

WSJ-188.9.001



new

Having a say and effecting change through active participation.

Having a say and effecting change through active participation – that is what I am all about. Hence, it was an easy decision for me to stand for election to the Employee Representative Council (ERC) to work in solidarity and represent our interests and values within Novartis.

One of the Novartis Employees Association's core activities is the negotiation of a sustainable social plan. When I was affected by reorganization a few years ago, I noticed the breadth and importance of such a robust social plan. It was this personal positive insight that inspired me to take an active role in the Novartis Employees Association (NAV).

We as employees are the company's most valuable asset, and this foundation must remain intact. With that in mind, the continued promotion of flexible working and innovative working time models is more important than ever.

With my empathy and tireless commitment to interaction in a spirit of trust and respect, I would like to bring my tact and assertiveness to act as a tenacious negotiating partner making a positive contribution for all of us.

Goal: *Implement changes such as restructuring or work-life balance models in a socially acceptable and sustainable manner. Strengthen and represent our values as a community and promote trusting and respectful interaction between interest groups in order to ensure a pleasant corporate culture.*

Tanja RAUCH



Expert Science & Technology

GDD

WSJ-145.8.61

new

I can represent you because I am one of you.

I know from numerous conversations that there are employees who do not dare to address problems or grievances out in the open. Or even worse, they cannot be bothered to say anything anymore because they do not think it will change anything. Even despite the Unboss, SpeakUp, Diversity, Inclusion and Blue Culture initiatives.

When it comes to gauging the pulse at the grassroots level, what is needed are on-site discussions and trusting cooperation. *That is why I want to be there, to listen and mediate.*

I want to be a contact person with integrity to listen to employees' concerns and problems, but also to encourage their ideas and visions. That is the only way to create real and sustainable cultural change. *The NAV is part of this cultural change!*

It is the mouthpiece of Novartis employees.

I have been working for Novartis for almost 10 years now. In this relatively short period, we have already seen numerous restructurings, spin-offs and cost-cutting programs. This constant and rapid change in our working environment unsettles me as much as it does you, and stirs up fears in me about what my future at Novartis will look like.

I am very aware that in today's globalized world change is happening at a faster and faster pace and we are facing increasing global competition – also for our jobs.

But we should also be confident about what we can bring to the table in this competition – motivated, well-trained, flexible and loyal employees.

That is why I want to be your employee representative!

Goal: *There's a lot of untapped potential for ideas and creativity among Novartis employees. I would like to exploit this potential and bring it into the NAV. This is where I want to concentrate my efforts as an employee representative.*

Assoc Dir Hardware &
User Account Mgt

NIBR

WSJ-103.1.09



new

Fairness is important not only in sports, but also at work.

As an employee of Novartis and its predecessor companies, I bring a lot of internal experience with me – more than 30 years.

I worked as a chemical laboratory assistant in various areas and I am now an IT service manager at NIBR Informatics.

Goal: *I want to guarantee fair working conditions and ensure that everyone is treated equally.*

In my current role, I am committed to ensuring that our research staff receive the computer technology they need for their scientific work.

Supporting IT users is what motivates me. And I want to carry this motivation through to my work as an employee representative. Because it is important to stand up for employees' concerns.

It is a good thing for the company when employees feel comfortable and are taken seriously.

As a woman, I have often experienced that you have to fight for your rights to be treated equally – it is worth doing this.

I will advocate that fairness and equal treatment are practiced by the company; that they are taken as a given and do not have to be demanded. I like to work with a focus on solutions and look forward to bringing this ability to bear in negotiations with the company.

I am excited to be taking this path together with the NAV. As a long-standing member, I am very appreciative of the work done by the association.

NICOLE TRIBELHORN



Expert Science & Technology

GDD

WSJ-187.1.231

new

Win-win strategy: Each negotiating partner respects their counterpart and tries to take their interests into account.

I have been working at Novartis since 2010 in the GDD TRD Dissolution & Biopharmaceutics department.

Over the past 11 years I have personally witnessed many changes at Novartis, including restructurings, reorganizations and layoffs.

Based on the experience I have gained over the years, I have decided I now want to put this to work for the benefit of affected employees.

In the case of new hires, I will campaign with the employer for permanent positions.

I would also like to advocate for apprentices at Novartis being offered permanent positions after successfully completing their apprenticeship.

Employees and employers should respect each other and try to take into account the interests of both parties.

The balance should be adjusted so that it is satisfactory for both parties.

Because great success can only be achieved if it is supported by satisfied and motivated employees.

I will represent your wishes and interests such as justice and fair working conditions and wages.

Goal: *I will represent your wishes and interests such as justice and fair working conditions and wages, and will also focus on permanent positions when hiring new people.*

Senior QC Specialist

NTO

WST-222.Z01.A136



new

The company is us!

I have been working at Novartis in Stein since graduating as a chemical laboratory assistant in 2007. Later, after going part-time, I studied pharmaceutical technology alongside my job.

The last few years have been very difficult for many employees due to restructuring. Early retirements and job rotations increased. Due to the resulting uncertainties, some employees also decided to leave the company. In addition to this, the coronavirus pandemic has changed the daily working lives of many of us. A modern company like Novartis must remain financially flexible, but also take into account the needs and personal circumstances of all employees. Because Novartis as a company consists of all of us. And each one of us contributes to achieving the company's goals to the best of our ability. So it is a question of give and take.

As an employee representative, I will focus on increased security and maintaining jobs, whether working from home or on site. It is my firm belief that security comes from encouraging employees, whether through targeted further training or flexible working models. In turn, satisfied and well-trained employees guarantee the long-term success of the company. We all benefit from this.

Your vote is needed to ensure that concerns such as continuing education opportunities, support for flexible working models and fair wages are heard. Many thanks for your trust!

Goal: *A modern company can only function if it is backed by the co-determination of its employees. That is why voting is so important! As an employee representative, I will be committed to the future-oriented, secure and sustainable development of employment relationships.*

SVEN STAMM

Marlon HENDRICKS



QC Specialist II

NTO

WST-151.1.07

new

“The best way to predict your future is to create it.”

Abraham Lincoln

My name is Marlon Hendricks. I am 35 years old, engaged and come from Rheinfelden. I have been employed at Novartis Stein in the QA/QC Solids department since 2010 and have already had the opportunity to perform various roles here. In my free time I like to do sports and travel. In spring 2021, to get on board with the transition to Industry 4.0, I started a part-time Master's degree in Business Administration, specializing in Digital Business & Innovation.

The restructuring with the planned job cuts in 2018 came as a big shock for me, as I am sure it did for many others. This inspired me to get more involved with the NAV.

I am really impressed with the work the NAV does and the things it has achieved. Thanks to the social plan, which NAV played a key role in shaping, many older colleagues were able to take early retirement on excellent terms, and new positions were found within Novartis for younger colleagues. Unfortunately, it is not possible to do justice to the wishes of all those affected. The work of the NAV has significantly reduced the number of jobs slated to be cut in Switzerland. The overriding goal of the NAV is to preserve jobs in Switzerland – so that our children, as the highly qualified workers of the future, can one day find a job in Switzerland as a business location.

If you cast your vote for me, I pledge to build on the successes of the past, to work to preserve what already exists and to do my part to secure a safer future.

Goal: *No to downsizing!
Make jobs secure for the
future through reorga-
nization! Fair employee
performance appraisals!*

Expert Science &
Technology

GDD

WSJ-177.3.11



new

Nothing spurs me on more than these four words: “That can’t be done.” When I hear that, I do everything I can to make the impossible, possible.

I am the father of two energetic boys and have been working at Novartis since 2010. In the past few years, I have witnessed several ups and downs at the company. For that reason, I decided that I would like to contribute my personal experience to the Employee Representative Council

A lot has already changed and been done for the benefit of employees. One example is parental leave for fathers. But there are still some things that can be structured more efficiently. This includes the way less popular business decisions are dealt with. What is the best way to support the affected colleagues and provide help in such situations? I see the Employee Representative Council as a strong partner and link between the workforce and management.

Goal: *Involvement in employee representation not only improves the personal circumstances of those who benefit from it. Involvement is rewarded – with gratitude, with social relations and with the special feeling of doing something good and creating something together with others.*

I would like to work together with the employee representatives to represent and help shape the interests of the workforce. That is why I am standing for election. Thank you for your trust!

Pierre KRETZSCHMAR



QC Specialist I

NTO

WST-149.E.62

new

Strengthen the Stein location – we can only achieve this by working together.

In my 28 years of service, 25 of them at the Stein site, I have experienced many ups and downs. Some changes came as a pleasant surprise, while others caused me to shake my head; but they have all shown me that despite everything we have learned to live with them. There was a lot of talk or promises, but unfortunately little or nothing was done. Now it is time to make the Stein site strong! With your vote for me, I will be able to focus more on the employees at the site and represent them on the council.

In my opinion, our site in Stein is the heart of our organization. With your support, I want to bring this to increased attention of the council. It is important to me that the entire Novartis organization is viewed as one entity, because we are all in the same boat and pulling in the same direction! In keeping with the spirit – multiple sites, one destiny!

The well-being of all employees is very important to me, and I will do my best to promote this at all times. I will treat your concerns with respect and discretion. Or, if you want, I will just be a good listener.

Be a part of the movement – vote for me!

Goal: *Focus more on the Stein plant and better represent the employees in Stein! Elicit and represent the interests of the site!*

OUR CBA

Technician Drug
Supply

GDD

WKL-405.1.13



new

We are many. We are one.

The company has an excellent reputation, and this should be reflected in the conditions afforded to employees with fair wages, profit sharing and security for the future.

In times of tough restructuring in particular, it is important to curb people's fears of losing their job early on.

In today's world, everything has to be done even faster and more efficiently, often at the expense of the simple worker. As a father of two small children, work-life balance is a distant dream for me and many of my colleagues – but it should not be that way.

I have been working as a technician operator in PHAD Development at the Klybeck site since 2014, and have witnessed how Klybeck's voice has fallen silent within a relatively short space of time.

We need a loud voice together so this does not happen in the future.

Goal: *Working together for fair and transparent wages and a good work-life balance: that is my commitment – a commitment I will pursue with fresh energy and curiosity.*

Ramciss HASBI

CANDIDATES

CBA

All candidates AT A GLANCE



Alle Kandidierenden AUF EINEN BLICK

